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NATIONAL SOCIETY OF PROFESSIONAL ENGINEERS

"—the building is most satisfactory in every respect"

Above: a strikingly handsome structure is The Northernaire, country club hotel and spa, at Three Lakes, Wisconsin. Stanley W. Howe, A.I.A., Architect, Monroe, Wisconsin; Cy Williams, designer and builder, Three Lakes, Wisconsin.

Left: one of the beautifully appointed bedrooms in The Northernaire.

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Public Relations Interpreted As Good Engineering

By HARRY W. LUNDIN
Hill & Knowlton, Inc.
New York Public Relations Consultants

It is indeed a rare occasion when a public relations man is offered an opportunity such as this. I am certain every member of the public relations field would share the same thought, for in our opinion, one of the most widely misunderstood and unappreciated professions is that of engineering.

With his spheres of interest far above the mental level of the average man, the engineer is intellectually isolated from the very people who in the end will determine whether or not the engineer shall have the stature now enjoyed by medicine and other professions. The situation is paradoxical since by settled habit, Americans respond only to aggressive leadership interpreted for them in terms of understandable words and actions. Engineering appeal has been particularly weak in this respect.

Today, you are in the embarrassing position of pleading for acceptance from a poorly informed public which knows only that engineers have robbed personality and dignity from the individual, and made him second in importance to his machine, his product, or the services he provides. It is unrealistic then, to expect that engineers can win the recognition they desire without materially improving their present public status.

We should not overlook the important fact that engineers have been viewed in an unfavorable light by many people ever since scientific data were introduced to industry. Though engineers in their clashes with practical experience have won the arguments, the common man has not been convinced that engineering is essential to his welfare. Instead, he regards the engineer as a ghoulish figure swathed in blueprints, peering at a slide rule through bi-focals and muttering cryptic words like—colog, catenary, capacitance and entropy. In the average man's estimation, and particularly the worker's, the ivory-towered engineer has the inside track and gets all the breaks. Nothing delights him more than disproving the engineer. When he does, you may be sure everyone within his circle hears about it.

Difference In Professions

Thus in your contacts with the working man, he has been unimpressed. Why should he be impressed? You change his methods; you criticize and reject his work; you have been known to cut rates; you continually seek to improve his efficiency; you have a better education; you are closer to the boss and you are usually moved ahead faster than he. He knows little else about you. But, he does know and approves of those professions represented by the doctor, the minister and the teacher which have an interest in *his personal* problems and have *known* human goals.

What significant effort have engineers made to correct these impressions? What has been done to stir engineers sufficiently to sincerely demonstrate professional interest in the many problems concerning American people? Until there is adequate proof of the engineer's desire to share these problems, the public's recognition of engineering as a profession will be withheld.

While connected with the Monsanto Chemical Company in St. Louis, I had the pleasure of an acquaintance with Gaston DuBois, then vice-president. On the occasion of the presentation to him of the Perkin Medal by the American Section of the Society of Chemical Industry in January, 1944, he responded with an address which should be of interest to every member of your profession. Mr. DuBois took as his theme, "The Chemist Steps Out of the Laboratory." He regretted current thinking that engineers and scientists give allegiance first to science, having no time for worldly affairs, and that they were generally regarded as "nice quiet lads" lost in worldly matters.

The thought conveyed by Mr. DuBois became infinitely clearer when about two years later a group of scientists descended upon Washington to influence Congress and to advise in the formulation of certain laws concerning atomic energy. Every one of these men was respected as a man of science. But they were considered by many as unworldly dreamers or theorists in social, economic and practical thinking. Their technical advice was sought and appreciated but many of their approaches and views outside the laboratory were not only discarded, but openly ridiculed in many quarters.

You may feel the moral of this unfortunate incident has no application to engineering and that I am attempting to add test tubes and tunnels when I fail to distinguish between scientists and engineers. I believe we all agree that science seeks knowledge, while engineering applies or "dimensions" knowledge. Because each frequently overlaps the other, the fundamental difference between the two professions is recognized by only a fractional minority of the American public. The opinion which really counts is the one overheard on the street or in the average home and not the one overheard in professional circles.

Where Engineer Stands

Are engineers, as distinct from scientists, important to the welfare of people? What is an engineer? What is the public relations position of the engineer? I wish I could give you reliable answers to these questions. Unfortunately, I cannot, for mass public opinion sampling is not my field but it is closely allied to my work. My personal understanding of the techniques of opinion research is a little better than that of the hospital orderly's knowledge of the medical profession.

Nevertheless, in preparing this paper, the public's opinion of the engineering profession intrigued me, and I did attempt to learn something about it from the public. Approaching more

than 100 people in various economic levels, wide ranges in education and types of work, as well as members of both sexes, I asked this question, "What is an engineer?"

Some of their answers will interest you—An engineer is a man who supervises the construction of things like buildings, bridges and tunnels. He is a person who employs the forces of nature for the benefit of man. He is a specialist in some chosen field like a sales engineer, service engineer, safety engineer or construction engineer. He expedites production. He runs a train. An engineer is one who takes care of buildings—and—An engineer is anyone skilled in organization and direction of other's effort. Without attempting to correlate my answers by representative groups of people, I learned that by far, the most frequent answer was, "He makes things" and "He runs a train."

It is not at all unusual that the general public has but a hazy idea regarding the engineer because there is little direct communication between engineers and people outside of industry. The public knows that a doctor makes sick people well, that a minister gives spiritual guidance and that a teacher educates students. The public knows this because everyone at some time has had personal contact with these three professions. "Engineer" on the other hand, is but a nebulous word used so loosely in this country that the average person has become unconcerned with its meaning and import.

Answers to my second question were even more interesting. "Which group of people has contributed most to your everyday living?" I went on to suggest these groups—doctors, lawyers, teachers, engineers, ministers, scientists, writers, financiers, farmers, factory workers and government employees. The results were astounding to me. Farmers, doctors and ministers were selected by two-thirds of the people I approached. Teachers followed, then writers and then scientists. Engineers were tied with government employees for a poor seventh place among eleven groups.

Implications Serious

In all seriousness, to learn that the public regards engineers about as important to our present standard of living as government employees warrants some deep thinking on the part of the engineering profession.

It may not relieve the pain if I tell you that a consulting engineer with whom I recently talked suggested I probe further and ask, "Which group is expected to contribute most to your *future* living standard?" I asked this of only ten people. The results were even worse. The government received four votes, a new group was named—union leadership, which received three votes, atomic scientists and financial men were mentioned twice and once respectively. The engineer was forgotten.

The picture is not entirely black. My survey as I explained is by no means accurate. A Dr. Gallup or an Elmo Roper or a Dr. Robinson would throw up his hands at my lay technique, I am sure. Nevertheless, my findings cannot be completely discarded as 100 percent wrong. Engineers obviously have a long way to go in assuming their rightful place in the average American's regard.

With but two exceptions, every person with whom I talked, agreed afterward that it was the engineer who made possible his refrigerator, his telephone service and the automobile and other medical aids his doctor required to serve him better. He admitted engineering was responsible for the clothing he wore. Engineering enabled farmers to produce far beyond their personal needs, thereby providing enough food for not only this country, but for other nations as well. In short, there was practically unanimous agreement that the engineer is perhaps the most important contributor to the American way of life.

What does all this mean? Does it mean that our system is wrong and that if our country adopted some type of controlled economy, engineers would be properly recognized and would assume their rightful place in the scale of public confidence? Experience has proved it would not, for in other countries where economic planning has been tried, engineers did not move up into positions of greater importance. Rather, the talkers, the rabble rousers and the mass propagandists became the leaders and used the engineers and scientists in achieving their objectives.

The Russian experience is an interesting one. The group that rose to power in 1917 destroyed most of what remained in Russia of the managers and technical experts. The conceit of the Marxists caused them to despise any knowledge they did not possess themselves. Years later, this error was acknowledged. No, your problem is not with the system. It is something else.

PR's Importance

You may wonder how important public opinion is to your profession. I believe it is infinitely important, for it is the public which really determines how well our engineering schools will fare. Public attitude will mould the thinking of the high school graduate in selecting his career. The public will influence the engineer's social stature and, even more important, the public will decide the engineer's ability to step out of his sphere into more responsible positions which have to do with national welfare.

Today, the public evidences but little interest in the engineering profession. Engineering needs the public almost as badly as the public needs engineers. If the public is your friend you have influence and respect. You can rely on public backing in worthwhile objectives.

You may recall the labor situation a few years back. Labor was given every advantage until public sentiment swung away because of a few nationally critical situations. Today, all but a few labor unions are striving to clean house

Meet the Author

A community relations consultant for American Iron and Steel Institute, Harry W. Lundin outlines graphically the pitfalls into which the engineering profession's public relations have stumbled and ten steps for bettering the public's estimation of the profession. This article is taken from the address he gave at the Chicago annual meeting of NSPE.

of undesirable political factions, to further the cause of free enterprise, and to prove that unionism has matured—all with the hope of regaining public favor so that unions may further progress.

It is no secret that the growth of public relations stems from industry's startling discovery that it had lost the confidence and respect of large segments of the American public which it had to regain in order to exist. Industry's entry into public relations should interest every engineer because his profession was to a large degree responsible for the need of public relations in industry. To appreciate this, you must realize that the communications field has been so incredibly accelerated because of engineering advancements within the last twenty-five years that the average American has been unable to keep pace.

A little more than a generation ago, John Doe leisurely formed his opinions based upon personal observations, editorial comment, cracker barrel conversation and through experience. In the speeding up of communication through radio, mass circulation magazines, motion pictures and other propaganda techniques, a muddle of misinformation, charges and countercharges resulted. John Doe's ability to reason became deeply impaired and in his confusion, he turned to his favorite radio commentator, government official, columnist or economic reformer whose interpretations he accepted as truths.

In this atmosphere of confusion and aided by a more "liberalized" government, about fifteen years ago the critics of industry saw opportunity. Employing all of the communications media at their disposal, they began their attacks on American business. Industry and industrial leadership found itself being defamed, criticized and otherwise undermined by the charges of politicians seeking votes, impractical economists and any number of professional uplift groups and social planners.

Industry Off Guard

Industry was unqualified to adequately state its position, its beliefs and its policies or to sufficiently defend itself against the accusations of the propaganda artists who were expert in that field. It is true that industry's position was weak because it had lost contact with the workers. Human values had given way to technological progress. Engineering gave us the industrial techniques which surpassed all other improvements among our national economic factors. Workers lost identity when jobs were "deskilled" to monotonous routine and in an effort to regain lost dignity and recognition, they brought economic pressure to bear on industry. Labor's case against industry was strongly supported by other groups.

Community attitude toward industry followed the hostile pattern, and business in general became regarded as being opposed to public interest. A critical need arose for business to interpret itself to the public. Faced with its problem of regaining public understanding, progressive industry adopted two public relations philosophies. First, it must "Live Right." It must have good policies with respect to its business, employees and the community, and it must practice these policies daily in every contact. Secondly, business must "Tell its Own Story" in simple language so that all may understand.

Fortunately, your problem is not as acute as industry's. You are not under vicious attack and there is little doubt but what engineering has "lived right," for I can think of no benefits enjoyed by the world today which have not required engineering in some form. Yet, the world, and particularly Americans, are largely unaware of this. Engineering, like industry, must provide that understanding if people are to know.

I can readily appreciate a natural apathy or, better still, a cool indifference toward the suggestion that engineers tell their story to America, because this introduces the thought of "publicity"—supposedly a bad word. I am not suggesting press agentry, fluff publicity, ballyhoo or any other form of Hollywood promotional schemes. I do feel engineers might well contribute more to the general enlightenment of our country by informing the public regarding the part played by the engineer in American progress and how engineering affects our everyday life. That information is a prerequisite to professional recognition. Only engineers can provide it.

Can you afford not to tell your story? Keep in mind that engineering has been associated with big business, the major target of labor, politicians, professional reformers and uplift sosieties. Engineers have created the machines which opponents of free enterprise say cause mass unemployment. They say engineering has taken individuality out of industry and made the worker another cog in a machine. They claim engineers, through machines, have set production paces for workers which have been "inhuman." They point bony fingers at engineers who have stood over men at punch presses, milling machines and assembly jobs, timing them in order to set rates which they claim cannot be made without speedup.

They say competition is wasteful and that engineers bring out new models which mean long shutdown periods for retooling. Equally serious is the charge that engineers question the quality of work and the performance of master craftsmen. It is ironical, therefore, that while engineers have avoided publicity, they have been receiving a good deal of it—mostly unfavorable.

Labor Relations Role

The significance of engineering in forming public opinion goes even deeper. Industry now recognizes its most important "public" is labor. There are very few issues between labor and management which do not involve engineering in some way. Today we are faced with an inflationary spiral. Labor is demanding more wages and management is calling for more productivity per person—more goods with which to level off prices and thus increase purchasing power.

Whatever may be the answer, it is the engineer who today must help solve the enigma of paying more for raw materials, more for labor and still more for overhead, yet producing the same article to sell at yesterday's price and at the end of it all—make a profit. Furthermore, no one will deny that working conditions, manufacturing methods, safety, industrial health, worker facilities and productivity are engineering problems. They all influence the status of management's relationships with workers and the community.

Industry's problems of overtime, stream pollution, smoke abatement, transportation, company and worker security, housekeeping, catastrophe control, fire prevention, plant and equipment maintenance, power failures and scores of others are also the problems of the engineer. All of them bear directly on employee and community attitude toward industry and influence national progress.

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President Stanford Details Work That Lies Ahead for NSPE

By ALAN G. STANFORD
President, NSPE

After having observed for several years the steady growth and very evident sincerity of purpose that has motivated all who have been active in the work of the National Society, I am assuming the duties of National President with a strong feeling of optimism in the continued expansion in the number and scope of benefits that will accrue to the people of this country through a more widespread practice of professionalism in engineering work.

Five years ago, NSPE had nineteen member state societies with a total membership of something under 8,000. Today, the Society can boast of 31 member state societies with a total membership approaching 20,000. There is every indication that with some diligent work on the part of the membership, we should be able to add four or five new member state societies and five thousand or more additional members during 1949.

The Georgia Society, my home Society, once held the enviable position of having the highest percentage of any member state society in resident registered engineers as members, and in fact was the only state with over 50% of such membership. Georgia now ranks fourth in this category with 52.1% membership, while Idaho has 65%, New Mexico 74.5% and North Dakota 82.4%. It is very gratifying to realize that in an increasing number of sections of the country more than half of the registered professional engineers realize the value of NSPE as a means of furthering the economic, social and professional aspects of engineering and are translating this realization into active participation in the work of the Society.

Our immediate and most pressing problem is to bring about this same degree of realization and appreciation in all of the sections of the country. This is by no means an impossible task, but it is one which will require the continual efforts of all of our membership to achieve. It therefore behooves all of us to bear in mind, during our daily contacts with engineers throughout the country, to overlook no opportunity to advance the ideals and aims of the National Society, and to convince others that largely through sheer weight of numbers can we expect to more quickly be heard.

I mentioned earlier that in the past five years the National Society has grown in total membership from around eight thousand to nearly twenty thousand. What has been the reason for this growth? I think that I can say with conviction that all of these additional thousands of registered professional engineers have not joined NSPE and their state societies just for the sake of joining or belonging and paying dues to another organization or society. Most of us will admit that, as individuals, we belong to more organizations than perhaps we ever hope to participate in actively. The reason, therefore, must lie in the fact that in NSPE the professional engineers of the country are finding more and more the type of organization, operating effectively as it does at local, state and national levels, which offers the ultimate in possibilities for achieving professional recognition.

NSPE President

Alan G. Stanford

NSPE'S Place

Perhaps it may be well for us to review briefly, at this point, the basic philosophies of NSPE on the overall picture of the organization of the engineering profession. First, it is the conviction of the NSPE that there are two basic groups of problems within the engineering profession. These are the problems which, first, are peculiar to a particular technical branch of engineering and usually involve technical advancement, and second, the problems which are the common problems of all engineers, regardless of branch.

In the category of the former is, of course, the continued advancement in technical knowledge together with the proper and widespread dissemination of this knowledge, a job so ably handled by the leading technical societies which have operated, for that purpose, for many years in each of the major branches of engineering. In the latter category are the problems common to all engineers; such as, legislation, including labor legislation, economic status of the engineer, employment conditions, registration, military utilization, ethical practices, education and other related matters. The problems in this category need the attention of a professional organization, composed of all qualified engineers, working effectively with the public, with business and industry management and with the various and sundry divisions and departments of government at local, state and national levels.

The second basic philosophy is that engineering is a profession, which is currently, and for a long time has been, suffering from a lack of definition between the man qualified as a professional engineer and the even more numerous, associated but lesser qualified technicians. The past twenty years have seen considerable strides in the program of registration as enacted by the legislators in all of the states of the Union.

(Please turn page)

NSPE believes that since qualifications of the legal practitioner of engineering are set forth in these laws, they must ultimately come to be accepted more and more as the criterion for the professional engineer. It seems, therefore, that those who are qualified can and should become registered whether or not their professional duties require registration under the provisions of the law. By so doing, they establish their right to legal recognition as a member of the engineering profession. Our support of the registration laws has led to our establishment of them also as the criterion for membership in NSPE.

In the third basic philosophy, we believe that qualified members of the engineering profession must have within themselves, and thereby within the profession, professional consciousness and concepts which dictate all of their acts. Registration laws can produce a profession in name only and the acceptance or recognition of any profession by the general public can come only from the professional acts and accomplishments of the practitioners. In our case, it is necessary that we draw a clear distinction in our accomplishments between the purely technical achievements, which are numerous, widespread and usually readily discernible, and those acts or accomplishments which are motivated primarily through professional consciousness, in all of its aspects, and for which we are willing to accept our full responsibility as professional practitioners.

How NSPE Meets The Challenge

In the light of the foregoing, I shall endeavor to outline some of the activities of National Society Committees as indicative of the clearness with which some of the problems can be viewed, the complexity of others and the extent to which NSPE is endeavoring to arrive at the most practical solutions.

As illustrative of the problems of the Employment Practices Committee, it should be pointed out that there are basic differences in the realm of engineering employment as between the employment of professional people and the employment of labor forces. In this respect, the conditions of employment for professional people are not such that they can be dictated in a formal labor union type of agreement. It follows that if professional engineers go to management as a labor union, management will probably treat them in the same category as craftsmen or laborers.

We believe, therefore, that the engineering profession must do two things. One, it must organize itself into a strong professional group such that it can police its own practitioners and assure that professional concepts are in force in all engineering activity; and, two, management must be educated, both by the profession and by members of the profession in management positions, regarding the professional qualifications and proper employment conditions for engineers.

The foregoing must, of necessity, be a long-range objective, and it will require not only a strong, well-knit professional organization but also an educational program to acquaint management with the advantages to be gained by it, as well as the importance to the productivity, happiness and economic status of their engineering employees.

Engineering employees, as well as management, made positive steps forward and in the right direction in the provisions of the present Taft-Hartley Law, wherein professional employees are given the right to deal with management on separate grounds from those involved in the more or less heterogeneous groups of labor bargaining units. I am sure that we all realize and appreciate that for the big majority of professional engineer employee groups, the relationship with management is, and should be, in a considerably different category from that of the usual classifications of craftsmen, mechanics and laborers.

Protecting Gains

The National Society is alerted to the current possibilities of losing much, if not all, of the gains which have been achieved for recognition of professional engineer employees through the medium of a repeal or in amendments to the Taft-Hartley Law. The present provisions in the Taft-Hartley Law with respect to professional employees, are in no way critical or derogatory of the operation of existing labor unions but are an unselfish acceptance of the inherent fact that the problems of the many categories of professional engineer employees are different from those of other groups, to such an extent that the resolution of these problems can best be handled at a professional level.

It is extremely timely that all members of NSPE working at local, state and national levels exercise their best efforts towards insuring the retention of—and possibly extending—the provisions affecting professional engineer employees in any labor legislation that may be enacted in the present and subsequent Congresses.

Tied in closely with the work of the Employment Practices Committee is the overall picture of professional engineer salary and fee schedules, which have received the earnest attention of a number of our member state societies.

We are all familiar with the numerous studies and surveys which have been conducted by various national organizations in an attempt to arrive at a clear picture of the employment situation as affecting various categories of engineering employees, including those in the field of management and private practice. That some remedial action is necessary and desirable is readily admitted, but your National Society has recognized the inherent difficulties in arriving at any clear-cut pattern which will be fair and equitable to all parties concerned and which might be expected to prevail for any reasonable length of time. These difficulties are at once apparent in a consideration only of those salary and fee schedules which have been adopted and in varying degrees put into effect in some of our member state societies, wherein no two such schedules encompass the same range of considerations yet are designed supposedly to accomplish the same purpose.

NSPE Fee-Salary Study

As a realistic acceptance of this problem and in a sincere effort to approach its solution on a professional basis, the National Society Board of Directors, at the recent meeting in Chicago, authorized the appointment of a committee to study and survey engineering salaries and fees and to arrive at workable schedules which can be considered for adoption by the Society and recommended for application in the various geographical sections and employment classifications. This committee will shortly be appointed. However, it must be recognized that because of the tremendous volume of material previously prepared, which must be reviewed before newer approaches can be considered, the work of this committee may require two or more years before reaching any basis of definite conclusions and recommendations.

Your present administration expects to continue its efforts in the field of Inter-Society Relations, looking to the time when full and complete cooperation will exist between the technical and professional societies, thereby eliminating many instances of the overlapping of activities, but more especial-

(*Continued on Page* 23)

Taft-Hartley Professional Sections Prove Worth in Eighteen Months

BY MILTON F. LUNCH
NSPE Legislative Analyst

For approximately a year-and-a-half, the Labor Management Relations Act, 1947, commonly known as the Taft-Hartley Act, has been in effect. Probably no statute in modern history has been the subject of such intensive and even bitter debate. It has been analyzed and re-analyzed in newspapers, magazines, legal journals, private publications, and official documents; argued at length in various public forums and private meetings; and was a major point of controversy in a national election.

Curiously enough, in all of this shedding of light there has been little discussion of a provision which is of the utmost importance to an indispensable element of our national economy—the professional employees.

Now that this infant statute is to be the subject of an extensive overhauling by the Congress, it is in order that a close look be taken at the so-called professional sections of the act and more particularly at the specific application of them as construed by the National Labor Relations Board. How have professional employees fared under the administrative interpretations? What has been the effect of such application to particular classes of employees? Who is a professional employee and who is not a professional employee according to the findings of the Labor Board? Have the professional sections been a success? Have weaknesses developed which require correction, and, if so, what are these weaknesses? These are some of the questions which require consideration and analysis. The objective of this appraisal is to look at the cold record of experience in order that the future may be guided by the light of the past.

Act's Provisions

THE LAW SAYS—Before proceeding to examine the cases decided under the professional sections it will be well to look at the statute. The heart of the professional provisions is actually only one clause of one sentence in the act. Under the heading, "Representatives and Elections," the act sets forth that the Labor Board shall decide the appropriate unit for the purposes of collective bargaining with the following proviso: "That the board shall not (1) decide that any unit is appropriate for such purposes if such unit includes both professional employees and employees who are not professional employees unless a majority of such employees vote for inclusion in such unit . . . " [Sec. 9 (b) (1)].

Reduced to its simplest form the proviso merely means that professional employees are entitled to a separate election and may not be placed with non-professional employees for voting purposes; that professional employees thereby may elect to be represented by a strictly professional organization or they may equally elect to be represented by a heterogeneous unit.

Who decides whether an employee is or is not a professional and what standards are used to determine this question of professional status? The statute answers both questions by stating in Section 9 (b) that the board shall decide the appropriate unit, which means the board must necessarily decide who will be placed in the professional unit and who shall be excluded. The statute answers the second question also in Section 2 (12), wherein the definition of "professional employee" is set forth as follows:

"(a) any employee engaged in work (1) predominantly intellectual and varied in character as opposed to routine mental, manual, mechanical, or physical work; (2) involving the consistent exercise of discretion and judgment in its performance; (3) of such a character that the output produced or the result accomplished cannot be standardized in relation to a given period of time; (4) requiring knowledge of an advanced type in a field of science or learning customarily acquired by a prolonged course of specialized intellectual instruction and study in an institution of higher learning or a hospital, as distinguished from a general academic education or from an apprenticeship or from training in the performance of routine mental, manual, or physical processes; or

"(b) any employee, who (1) has completed the courses of specialized intellectual instruction and study described in clause (4) of paragraph (a), and (2) is performing related work under the supervision of a professional person to qualify himself to become a professional employee as defined in paragraph (a).

The definition in the act is not original. It is based, with minor changes, on the definition of a professional employee promulgated by the administator of the Fair Labor Standards Act under the authority of that statute.

RIGHT OF PROFESSIONALS TO BARGAIN COLLECTIVELY — The board's decisions under the professional sections completely dispel any false conception that professional employees had lost the right to engage in collective bargaining. Although the language of the statute quoted above gives no basis for such an assumption, the claim was made in early cases that professional employees could not engage in collective bargaining. This fallacious reasoning was set aside by the board in *Matter of Lumberman's Mutual Casualty Company of Chicago*, 75 N.L.R.B. 1132, and *Matter of Worthington Pump and Machinery Corporation*, 75 N.L.R.B. 80. In the *Lumberman's* case, the employees involved were attorneys and in the *Worthington* case, time-study and standards employees. Speaking of the attorneys, the board said: "We are of the opinion that the mere fact that the attorneys are professional personnel does not preclude them from being employees within the meaning of the act, and entitled to its benefits, and we reject the employer's contention in this respect." Later in the opinion the board said: "That the attorneys have a statutory right to self-organization cannot be denied. If doubt ever existed, it has been removed from the . . . act . . . which defines 'professional employees'."

Commenting on the right of the time-study and standards employees to engage in collective bargaining, the board said: " . . . the statute itself refutes the respondent's contention that employees like the ones in question are to be de-

Milton F. Lunch, a member of the NSPE Washington headquarters staff, is a member of the bar of the District of Columbia.

prived of employee status because of the nature of their duties . . . "

Separation Provision

PROFESSIONAL SEPARATION IN DECERTIFICATION — As indicated in the text of the statute relating to professional employees, the language speaks of professional separation in deciding the appropriate unit. The question was put to the board whether in a decertification proceeding under Section 9 (c) the principle of professional separation should be applied in the same manner as if an original certification were involved. The board gave an affirmative answer to this question in *Matter of Illinois Bell Telephone Company*, 77 N.L.R.B. No. 172, commenting as follows: "The act . . . makes no distinction between certification and decertification proceedings insofar as appropriate units are concerned. In determining the propriety of the proposed unit in the present decertification case, we shall, therefore, apply the same principles of severence as must be applied to certification cases involving professional employees." This ruling was affirmed in *Matter of Southern Bell Telephone and Telegraph Company, Inc.*, 78 N.L.R.B. No. 100 (note 1).

INDIVIDUAL DETERMINATION OF PROFESSIONAL STATUS — The statute would indicate at first blush that a literal interpretation would require the board to separately and individually determine the professional or non-professional status of every employee for whom professional qualification was claimed. The board has actually analyzed the background and duties of many individual employees to determine whether they meet the test of the professional definition. In the larger cases, however, where thousands of employees may be involved in the professional category the administrative problem of individual analysis and determination would obviously be overwhelming. The board met this problem in *Matter of Northwestern Bell Telephone Company*, 79 N.L.R.B. No. 73, holding that in finding certain plant engineers to be professional employees, "we are not passing upon the individual qualifications of each engineer, but rather upon the character of the work required of them as a group." (note 9)

Along the same line of administrative operation is the consideration of who bears the burden of bringing forth the existence of professional personnel in a given situation. The act is mandatory in prohibiting the board from including professionals with non-professionals in the absence of a majority vote of the professional employees authorizing the mixture. This would seem to place on the board the burden of discovering the professional employees. To so hold, however, would place an intolerable load on the board's activities. Consequently, in practice it has fallen to the professional employees to make their claim known and to submit to the test of the definition as interpreted by the board.

This problem was aired before the joint committee on Labor-Management Relations and the chairman, then Senator Joseph H. Ball, (R., Minn.), commented where it is not brought to the board's attention that there are professional employees involved. " . . . I would say it is a practical impossibility for the board to do anything about that situation, if the professional employees do not get it on the record." The chairman of the board, Paul M. Herzog, agreed with this observation, commenting: "It is pretty difficult for the board's agents to dig beyond a certain point to determine whether people are professionals. Of course, if it comes to their attention, in the routine of investigation, that people are professionals, they are not going to ignore that fact until somebody asserts it in a loud voice.

"On the other hand, I am not sure that they are able to make a complete original survey looking for that in everyone of the thousands of representation cases."

The general counsel of the board, Robert N. Denham, also agreed with this analysis in replying to a question of the committee's chief counsel, Thomas E. Shroyer. He stated the premise that the practical difficulty of discovering every case where there are professional employees would be insurmountable. (See Hearings before Joint Committee on Labor-Management Relationson the Operation of the Labor-Management Relations Act, 1947, 80th Cong., 2nd Sess., Part 2, pp. 1147 and 1169.)

Basis For NLRB Actions

RELATION TO WAGE-HOUR ACT —An agency with much more experience in defining professional employees than the NLRB is the wage-hour division of the Department of Labor. As previously mentioned, the Fair Labor Standards Act of 1938 excludes professional employees from certain provisions of the act. The administrator has, in accordance with the statute, defined the term, "professional employee," and has since applied that definition to particular individuals and situations. It is not surprising, therefore, that the NLRB has taken a look at the wage-hour experience in considering its own problems involving professional employees. What that look discloses and what weight is given to the findings of the wage-hour division in the same or similar circumstances is not clear.

In *Matter of Standard Oil Company of Indiana*, 77 N.L.R.B. No. 86, the hearing officer excluded testimony concerning a ruling by the wage-hour division as to the status as professional employees under the Fair Labor Standards Act of the alleged professional personnel involved in the NLRB case. The board said: "In view of the similarity between the definition of 'professional employees' under that act and the National Labor Relations Act, we consider that ruling is entitled to some weight in determining whether the field and inspection engineers are 'professional employees' under the National Labor Relations Act. The testimony concerning the ruling of the Wage and Hour Division should, accordingly, have been admitted." (note 1)

Several weeks later, however, in *Matter of The Austin Company*, 77 N.L.R.B. No. 148, the board said: "We are aware that this finding may appear to be at variance with specific rulings of the wage-hour administrator with respect to the professional status of this employee classification. Although Sec. 2 (12) of the National Labor Relations Act, as amended, contains substantially the same definition of 'professional employee' as does Sec. 541.3 of the wage-hour administrator's regulations which sets forth detailed exemption standards for the purpose of the Fair Labor Standards Act, 52 Stat. 1060, the necessary distinction in the policies and purposes of the respective statutes, as well as in the factual situations present in particular cases, impel us to conclude that such rulings of the administrator cannot be considered controlling in this case." (note 7)

The two cases are not necessarily in conflict. The effect seems to be that pertinent rulings of the wage-hour administrator are entitled to formal consideration in the record, but if a contrary ruling by the NLRB is justified, there need be no reconciliation of the opposing views. The two agencies are separate and distinct and the ruling of one cannot

(*Continued on page* 18)

Maryland Announces Board, President's Meet Program

Spring meeting of the NSPE Board of Directors and the annual State Presidents' Conference are still a month and a half away.

But Maryland Society already can outline major portions of the meeting schedule. According to Owen W. Turpin, president of the Maryland Society, all but one of the events on the three-day program—March 10, 11 and 12—are scheduled for the Lord Baltimore Hotel.

Usual pre-session meeting of the NSPE Executive Committee has been scheduled for 1:30 p.m. Wednesday, March 9, and Thursday morning, March 10, beginning at 9 a.m. First session of the Board of Directors meeting will be called to order at 1:30 p.m. in Caswell Room of the Lord Baltimore by new President Alan G. Stanford, who will be presiding over his first Board conclave since taking over leadership of NSPE January 1.

Business sessions will be halted for the first social event on the calendar, a combination dinner and reception at 7 p.m. in the hotel. Board sessions will reconvene at 9 a.m. Friday, March 11, will continue throughout the morning until the 12:30 p.m. luncheon scheduled for that day.

First session of the State Presidents' Conference convenes at 2 p.m., immediately after the luncheon, and will continue until the noon luncheon on Saturday, March 12. Scheduled for Friday evening, at the Park Plaza Hotel, is the only event scheduled for elsewhere than the Lord Baltimore. A special Maryland dinner—featuring such delicacies as terrapin soup, imperial crab, tossed green salad, German fried potatoes, asparagus tips etc.—is to be held on that evening.

Following luncheon Saturday noon, in the Lord Baltimore, the NSPE Board will meet again to clear up any matters on its agenda which have not been considered. Adjournment is expected by approximately 4 p.m. Saturday.

As has been the case in recent Board-President meetings, presidents of the member state societies will "sit in" with the National Directors at all NSPE Board sessions. Past experience has proven that the state leaders gain a new insight into the size and scope of the National Society's operations by participating in the Board meetings.

Similarly, the National Directors will be guests of the presidents at their Conference sessions.

A full program of activities for wives of Directors and presidents who attend also is being planned.

NSPE pays expenses of one National Director from each state to each Board meeting, and will pay the expenses of the president of each member state society to the Baltimore meeting.

Fee-Salary Decision Of Board Wins Praise

Decision of NSPE's Board of Directors to undertake a thorough study of fees and salaries for professional services has been hailed by a national magazine as "evidence that NSPE is beginning to take its place in the engineering profession."

Engineering *News-Record* for January 13 makes that statement in an editorial, and describes the decision by the Board as "particularly encouraging" in view of the serious need for the fee and salary study. The magazine warns that making the study will not be easy "because it will be considered by some as an encroachment on the field of activities of the older engineering societies."

Student Engineers Give Poll Insight into Future Hopes

Engineering is going to have to undergo some strenuous face lifting if the hopes of a cross section of engineering students are not to be dashed against the rocks.

That's the indication of a survey conducted at the recent national convention of Tau Beta Pi, held at Austin, Tex. Delegates to the convention, most of them presidents of their local chapters and 29% of them married, were subjected to a survey which gives a fairly representative view of the opinions and ambitions of young engineers everywhere.

The results of the survey showed:

(1) A very strong trend toward advanced study — approximately 57% plan to take graduate work leading to a master's or doctor's degree, and 81% of this group planned to continue study in their present engineering field.

(2) Mean of the desired starting salaries was $320 a month. Three per cent desired a starting salary of $200 to $250; 31% $250-$300; 47% $300 to $350; 12% $350-$400; three per cent $400 to $450, and four per cent had "no idea." Mean salary paid to engineers with no experience, according to the Bureau of Labor Statistics comprehensive report for 1947, was $250.

(3) Twelve per cent plan an immediate change to business or law upon graduation from college.

(4) By the time they are fifty, nearly half (48%) hoped to be in positions dealing entirely with business and administrative problems.

(5) By the time they are fifty, the average earning desired is $16,000, placing the engineer in the realm of top management. Three per cent hoped to be earning $5,000 yearly at age 50; seven per cent $5,000 to $7,500; nine per cent $7,500 to $10,000; 25% $10,000 to $15,000; 26% $15,000 to $25,000; 16% $25,000 to $100,000; seven per cent over $100,000 and two per cent confessed "no idea." Bureau of Labor Statistics show earnings averaging $7,000 for engineers of 25 to 30 years of experience, roughly those in the 50-year-old age group.

Conclusions drawn from the survey were that:

(a) There is a very strong, and possibly growing, dissatisfaction among young engineers of the place in the economic scale which has been given their profession by society.

(b) Much too large a percentage of young engineers is seeking the fulfillment of their ambitions outside of the engineering fields, which is putting them into fields for which they have received little or no college training.

Of the group polled, 23% were electricals; 23% chemicals; 18% mechanicals; 17% civils; five per cent architectural; five per cent mineral industries; and three per cent each for aeronautical, physics and miscellaneous branches.

Engineers Termed "Last Great Hope"

Civilization's last best hope lies in a class of people who can and will serve as a go-between linking the class of people devoted to the study of science and the great mass of people who just wish to remain people. And engineers are ideally suited to be the group which can translate scientific facts into the welfare of the masses.

That's the opinion expressed by Dr. Norman Royal, dean of the college of liberal arts at University of Kansas City, in an appearance before Western (Mo.) Chapter. But before engineers can do that job effectively, he warned, they must broaden their educational base and fit themselves as a profession to sit in on the policy forming councils of the world. Then, and only then, will there be an effective class to translate and make effective the mass of scientific knowledge of modern life. Engineers do not help decide political and economic questions today because they have not learned to manipulate the symbols of communication as do the members of the other professions, especially the lawyer, the educator said. The engineer usually is not fitted to do so, nor is he willing.

A liberal education, based upon social sciences such as economics, sociology, the physical sciencies like chemistry and physics, and the humanities such as literature, foreign languages and philosophy, develops a person so that he may live, Dean Royal continued. Engineering, on the other hand, teaches a person to do. Logically, for the best of society and for the profession as a whole, engineering should include a liberal education. He suggested that the profession help colleges and universities in development of a curricula which will give engineers a broader educational base by including more work in the liberal arts field.

Kennedy Gets EJC Labor Panel Place

NSPE's representative on the labor Legislation panel of the Engineers Joint Council has been named by President Alan G. Stanford.

He is John S. Kennedy, of Cleveland, Ohio, immediate past chairman of the NSPE Employment Practices Committee and very active in studying the applications of the Taft-Hartley Act since its inception.

Georgia Annual Meet Honors Home State NSPE President

It was a gala day and a gala occasion for members of both the Georgia Society of Professional Engineers and its Atlanta Chapter.

They were gathered at Atlanta's Hotel Ansley to induct new officers at both the state and chapter level. They were gathered to hear talks by several important speakers. But most of all, they were gathered to pay homage to a man who'd been their first state president and now—four years later—stood at the top of the NSPE pinnacle as leader of an organization of more than 19,000 of his fellow professionals.

That was the scene as Alan G. Stanford was acclaimed for his rise to NSPE leadership.

Annual meeting of the chapter touched off the day's festivities when it convened at noon to install 1949 officers and hear Supreme Court Justice Lee B. Wyatt present a strong warning against the growth of communism in the United States. Judge Wyatt took part in the Nuremberg war criminal trials, and after discussing them and the rebuilding of Europe to date, issued his communist warning.

Sharp Warning Sounded

"Unless we are awake to this communist menace," he said, "it may do to us what the Nazis did for all of Europe. And we had better start now to build the structure of all-out preparedness."

He used no legal language, just plain and strong English, to lash out at the foes of America's way of life.

Counting of the ballots resulted in installation of ten men as officers of Atlanta Chapter for 1949. Vincent F. Waters received the gavel denoting the presidency from Harry Robert, Jr., and others installed included Paul Weber, professor of chemical engineering at Georgia Institute of Technology, vice-president; James W. Austin, Jr., heating and air conditioning designer, E. W. Klein Co., secretary; Donald B. Wilcox, associate professor of industrial engineering, Georgia Institute of Technology; Ben M. Hall, Jr., and Walter O. Bowman, Jr., state representatives; George H. Bond, William N. Cox, Jr., Paul Boyd and Henry Taylor, directors.

Immediately after adjournment of the chapter meeting, annual meeting of the Georgia Society was called to order by President Donald D. Beach. Decks were quickly cleared for a full dress reception for Stanford. He was honored both at that event and at the Georgia annual banquet which followed and at which he was principal speaker.

Very modestly, Stanford said he considered his own elevation to the presidency of the National Society as much as honoring the Georgia Society as himself. It was only four years ago, he recounted, that he had addressed a similar meeting as the retiring first president of the Georgia Society. Since then, the GSPE has grown rapidly and gained

Text of Resolution Thanking Mrs. Coad

Text of a resolution adopted by the NSPE Board of Directors at the Chicago meeting thanking Mrs. Lacey W. Coad for her work as NSPE office manager, a position from which she resigned effective January 1, follows:

"Whereas, Lacey W. Coad joined the staff of NSPE in 1943 and the following year was made office manager. This position she has held with distinction. During the early years she not only managed to handle the heavy burden of office routine with a very small staff, but she was responsible for the performance of all of the extra load of office detail which finally resulted in the formation of member state societies in Georgia, Kansas, Minnesota and Wisconsin, and the reactivation of the Massachusetts Society.

"Whereas, in large measure she was responsible for a considerable amount of the pioneering work which has resulted in the present healthy condition of NSPE;

"Now therefore, be it resolved, that the Board of Directors of the National Society of Professional Engineers hereby expresses its deep regret for the resignation of Lacey W. Coad, and be it

"Further resolved that the Society extends to Lacey W. Coad a vote of thanks for her long period of service, and her performance of many acts in the interest of the Society."

Roving cameraman at the Georgia Society and Atlanta Chapter annual meetings captured: 1. Retiring President Don D. Beach, NSPE Vice-President Cherry L. Emerson; NSPE President Alan G. Stanford; Georgia Society President-elect Harry Robert, Jr.; and Vincent F. Waters, president, Atlanta chapter. 2. Officers of Atlanta Chapter for 1949 are Donald Wilcox, treasurer; President Waters; Paul Weber, vice-president; James Austin, secretary; (standing) William E. Cox, director; Ben Hall, state representative; William O. Bowman, state representative; and Henry Taylor and Paul Boyd, directors. 3. Stepping up from presidency of Atlanta Chapter to the leadership of the Georgia Society, Robert presided at several sessions. At the speakers table with him are (left to right) Bowman, Weber, Searcy Slack, Supreme Court Justice Lee B. Wyatt, Waters and Emerson. 4. Symbolizing the new leadership of the Atlanta Chapter, Robert passes the gavel to President-elect Waters. 5. Georgia Society Vice-President Charles E. Layton introduces NSPE President Stanford. 6. Watching annual meeting proceedings are (left to right) Robert, Justice Wyatt, Past-President Beach, and NSPE President Stanford. 7. The Georgia annual meeting hears from a state member who has reached the top of the NSPE ladder, the presidency. 8. Acceptance speech is made by the new president of the Atlanta Chapter, Vincent F. Waters. 9. Robert assumes leadership of the GSPE in his acceptance talk. 10. Supreme Court Justice Wyatt in action at the Atlanta Chapter session.

attention not only in the state but also in the councils of the National Society.

Spotlights GSPE Progress

He credited the Georgia Society with "spearheading" the development of similar professional engineering societies throughout the southeast. He recounted that at the time the Georgia Society joined NSPE, the National Society had 19 member state societies and a total membership of 8,000. In five years, it has grown to have 31 member state societies and has a total membership approaching 20,000.

He outlined his concept of the tasks that lie ahead for NSPE and painted an optimistic picture of its future.

Inducted as officers of GSPE were Harry Robert, Jr., Robert and Co., Inc., Atlanta; John H. Lopez, president of Wright and Lopez, Inc., Cedartown, and Charles E. Layton, city manager, Thomasville, vice-presidents; George M. Normandy, architectural engineer, Georgia Power and Light Co., Atlanta, secretary; Arley R. Walker, Westinghouse Electric Corp., Atlanta, treasurer; Ray L. Sweigert, dean of the graduate division of Georgia Institute of Technology, and George A. Belden, engineer of bridges and buildings, Central of Georgia Railway, Savannah, National Directors; and state directors, John A. Dodd, Atlanta, Robert L. Pittman, Waycross, Joseph A. Willman, Columbus, Orbie Bostick, Macon, Roy S. King, Atlanta, and Hugh A. Groves, Harlem, Ga.

LEGISLATIVE REPORT

Organization and other preliminaries attendant upon a new session of Congress are virtually completed and with the presidential inauguration now a matter of history, the 81st Congress is ready to get down to the serious business at hand.

The first few weeks of the new Democratic-controlled Congress were anything but lost considering the vast numbers of bills introduced, (over 2,000 at this writing) committee assignment and organization, plans for the legislative timetable, and receipt of presidential messages.

One of the pieces of hold-over legislation scheduled for quick passage in the Senate is the National Science Foundation proposal. It will be recalled that this legislation passed the Senate in the 80th Congress by an overwhelming majority but died in the House due to inaction.

The same measure has been reintroduced by a bipartisan group of Democratic and Republican senators. The new bill is in identical form to that passed in the 80th Congress and there is no reason to believe that any opposition will be encountered in the Senate. The unhappy fate of the Science Foundation in the House of the 80th Congress is not likely to be repeated in view of the Democratic majority and the combination of a liberalized rules committee and reduction of power of the rules committee.

Bill Meets Objections

Senator Elbert D. Thomas, (D., Utah), new chairman of the Senate committee on labor and public welfare, has announced that the bill as it now stands meets the objections raised by the President when he vetoed a similar proposal in 1947 on administrative grounds. The Utah senator has also announced that new hearings will not be held on the current bill in view of the fact that the bill is identical to that passed last year. A number of hearings have been held on similar bills, the most recent being in April of last year.

A fast start has been made in attempting to obtain an engineering registration law for the District of Columbia, the only area of the United States without such a statute. When the 80th Congress concluded its sessions, there were identical bills pending in both the Senate and the House to effect such legislation, but no action was taken on the proposals other than a hearing before a subcommittee on the House bill. The D. C. registration bills of the 80th Congress were offered relatively late in the session, which accounted in part for the failure to obtain affirmative action.

That reason will not exist in the present Congress in view of the fact that the bill was offered in the House within a few days after the opening gavel fell. The sponsor of the House bill is the same as last year—Representative Carl Hinshaw, (R., Calif.), a prominent engineer-member of the Congress. Similar legislation has not yet been offered in the Senate as a new sponsor must be found in that body. The Senate sponsor of last year, Senator Buck of Delaware, was defeated in the recent election.

The D. C. bill is considered one of the most advanced proposals in the engineering registration field. It provides for the usual registration procedures, engineers-in-training, reciprocal registration, a one-year "grandfather" clause, revocation of license for cause, and strong enforcement machinery and authority.

At the appropriate time, the member state societies will be called upon to lend aid and assistance in securing the passage of this much needed legislation.

Deadline for Straus

It is quite appropriate that Michael W. Straus, commissioner of reclamation, should be faced with a deadline in view of his past career in the newspaper field. The "deadline" in question is that after January 31st he will be unable to hold his office under the terms of legislation passed by the 80th Congress, unless the new Congress acts in the interim. The Interior department appropriation bill of last year provides that the position of Reclamation commissioner must be filled by an engineer, which eliminates Straus. President Truman strongly denounced this provision, but lost his battle with the Republican 80th Congress. It was expected that one of the first moves of the new Congress would be to remove this injunction, but thus far no action has been taken to save the situation for Straus, despite a presidential message asking correction of the last session's action before the effective date.

It is still quite possible for the 81st Congress to act before the January 31 date, but if the Republican opposition is determined, it can easily thwart action and effect the ouster of Straus. There has been no official word that the Democrats will make the effort before January ends. The strategy may be to let the ouster stand, remove the restriction when the new Interior appropriation is considered and have Straus reappointed to the position.

The hard-fought Taft-Ellender-Wagner housing bill is back in the picture, without the name of Senator Taft appended to it. Indications are that the bill will finally clear the many hurdles it has faced and become law. There has been a good deal of interest in the research povisions of the bill and they are retained in the new bill presented to the 81st Congress.

Briefly, it is provided that the housing and home finance administrator undertake and conduct a program with respect to technical research and studies to develop, demonstrate, and promote the acceptance and application of new and improved techniques, materials, and methods which will permit cost reductions and stimulate housing production. In regard to farm housing, the secretary of agriculture would be authorized to furnish without charge technical services such as building plans, specifications, construction supervision and inspection, and advice and information regarding rural dwellings and other farm buildings.

Senator Taft opposes some provisions of the new bill but the research provisions are apparently in the noncontroversial status in view of the fact that last year's bill which he sponsored contained the same sections on housing research.

Around The Nation With Our Members

Michigan Installs Officers at Meet

Newly elected officers of the Michigan Society were inaugurated at the January meeting in Ann Arbor.

Moved up from 1st vice-president to the presidency by ballot of the membership was Prof. Hugh E. Keeler, of the mechanical engineering department, college of engineering, University of Michigan, and a member of ASME and American Society of Consulting Engineers.

Others named to posts in the NSPE member state society were:

Arthur F. Plant, president of Austin Engineers, Inc., Detroit, 1st vice-president.

Ivan N. Cuthbert, principal engineer with Smith, Hinchman and Grylls, Inc., Detroit, and lecturer for the University of Michigan extension service, 2nd vice-president.

Charles J. Carroll, executive secretary of the Michigan Road Builders Assn., Lansing, secretary.

Gordon C. Reish, design engineer with Dow Chemical Co., Midland, treasurer.

Otto H. Hall, Michigan department of conservation, Lansing, and 1948 president of MSPE, and George M. Schute, General Electric Co., Detroit, NSPE National Directors.

Max A. Lett, Grand Rapids, director at large.

Prof. R. C. Porter, mechanical engineering department, University of Michigan, Ann Arbor, alternate National Director.

As Michigan Society began 1949, it could point to a membership of 650 registered engineers. Plans for organization of a chapter to serve the western portion of the Wolverine state, in the vicinity of Grand Rapids, already have been set in motion.

Illinois Names Directors

Illinois Society has named its two National Directors who will serve on the NSPE Board. William A. Oliver, Urbana, who has been serving on the Board, will be joined by C. T. Morrisett of Springfield.

New Jersey Announces Officers for New Year

New Jersey Society has named its new officers for 1949.

Heading up the fifth largest of NSPE's member state societies during this year will be Hugh C. Clarke of Jersey City, a member of the Hudson County Chapter. Two vice-presidents serving with him will be Louis T. Klauder, Moorestown, a member of South Jersey Chapter, 1st; and Frank C. Mirgain, Highland Park, a member of Raritan Valley Chapter, 2nd.

Among other officers named were:

Merton S. Adams, Trenton, a member of Mercer County Chapter, secretary-treasurer.

Four National Directors—C. George Krueger, Madison, N. J., a member of Hudson County Chapter; Leo K. McKee, Red Bank, a member of Monmouth-Ocean Chapter; Joseph J. Tomasulo, Roselle Park, Union County Chapter; and William S. Dean, Summit, Essex County Chapter.

Alternate National Director—Edward H. Wickland, Pitman, a member of Delaware Valley Chapter.

New AIME President Is NSPE Member

An active member of the Pittsburgh Chapter, the Pennsylvania Society and NSPE formally assumes the duties of president of American Institute of Mining and Metallurgical Engineers during February.

He is Lewis Emanuel Young, a member of AIME since 1901, one of its directors for three terms beginning in 1937, and vice-president from 1942 to 1945. He was scheduled to take over reins of AIME at the Founder Society's annual meeting in San Francisco. Born in Topeka, Kan., October 1, 1878, President Young received his BS from Pennsylvania State College in mining engineering in 1900; his EM from Iowa State College in 1904, and his Ph.D. from University of Illinois in 1915.

As an educator, he served Iowa State College; Colorado School of Mines; University of Missouri (as director of the school of mines and metallurgy at Rolla); and University of Illinois. In industry, he has been connected with Union Electric Co. of St. Louis, Union Colliery Company, Pittsburgh Coal Co. (as vice-president) and recently as a consulting mining engineer in private practice in Pittsburgh.

New Badger Chapter Starts Affiliation Move

Registered engineers in northwestern Wisconsin have taken first steps toward establishment of a chapter which would be affiliated with the Wisconsin Society.

At a special meeting held at Hotel Eau Claire in Eau Claire, the engineers named Neal Bartholomew, city engineer there, as temporary chairman to direct preparation of a chapter constitution and bylaws and petition the Wisconsin Society for admission as a chapter. Bartholomew has been an active member of WSPE for some time.

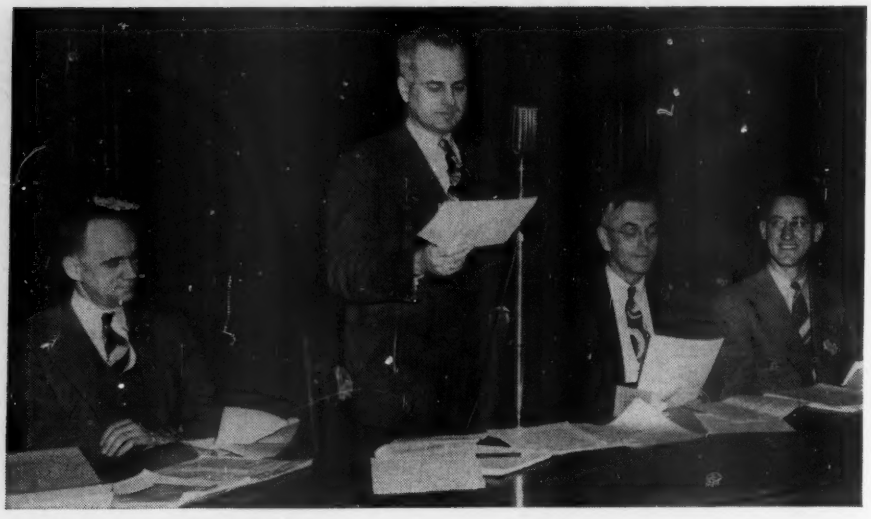
The meeting heard a representative of the Wisconsin Society, Herbert Moore, outline the advantages of affiliation with the state group and the need for an additional chapter in the northwestern portion of the state. Moore is president-elect of the Wisconsin Society.

City Engineer's Paradise, A Planned City, Pictured

A city engineer's view of a fair land beyond the pearly gates—where good engineers might start from scratch, on favorable terrain, first to *plan* a city and then build it.

That was the picture painted of paradise by Francis Connors, Van Wert city engineer, at a recent meeting of his own chapter, Maumee Valley (Ohio). In a humorous talk on the trials and tribulations of city engineers, Connors pointed out that cities have "just grown" without advance planning. And taxpayers keep demanding increased services they haven't provided tax boosts to finance.

Chapter Co-Sponsors License Meet



Mechanics of obtaining professional engineers licenses were being explained to more than 200 General Electric engineers by this panel when the above picture was taken. Shown (left to right) are B. H. Caldwell, Jr., president of the Schenectady Engineers Association; E. A. Hilbert (at mike), of the Schenectady County (N.Y.) Chapter; E. H. Bancher, president of the chapter, affiliated with the New York State Society and National Society; and D. F. Langenwalter, chairman of the professional development commission of the General Electric Engineers Association. The meeting at which the picture was taken was sponsored jointly by Schenectady County Chapter and the Schenectady Engineers Association, and out of it grew study groups for engineers planning to take the next New York examinations. Nearly 300 engineers in the Schenectady area have obtained their licenses under the study group plan.

Harrisburg Elects, Hears Dr. Steinman

Third annual banquet of the Harrisburg (Pa.) Chapter witnessed installation of 1949 officers and heard the first president of NSPE stress the importance of registration laws in establishing professional status for the engineer.

With 150 engineers in attendance at the event, George H. Hill, Jr., was installed as president, as were Allen F. Jones, 1st vice-president; Kenneth H. Caskey, 2nd vice-president; J. D. Carpenter, state director; and Herbert H. Hillegass, Clarence W. Hanson and Warren K. Myers, chapter directors. Leading a chapter affiliated with NSPE will be nothing new to Hill—for two terms he served as president of the Charleston (W. Va.) Chapter. He is a consulting engineer and Pennsylvania state representative for Koppers Co., Inc., in the tar products division.

Speaker for the occasion, Dr. David B. Steinman, pointed to the importance of NSPE in uniting all segments of the profession in an effort to lift it to a higher point in public esteem.

New Virginia Society Prepares for Admission

Planning of a special state-wide meeting, to be held probably in February, to officially launch the Virginia Society of Professional Engineers has been announced.

Election of a slate of officers and directors of the Richmond Chapter and appointment of a membership committee, scheduled for late January, was the only action needed to prepare for joint action with the Alexandria Chapter in applying to NSPE for a state charter.

Admission of the Virginia Society, when it does come, will further swell the number of states now represented in the NSPE framework. At present, that representation stands at 31 states.

Franklin County Refresher

Forty-five persons "crammed" for Ohio's January engineering registration exams through courses sponsored by Franklin County Chapter. The refresher series was held at Ohio State University at Columbus, and Myron T. Jones, chapter president, said repeating of the course is anticipated in the Spring if enrollment warrants.

F.W.L. Hill Succumbs; Held Legislative Post

Death has prevented last year's chairman of the NSPE Legislative Committee from realizing one of his strongest hopes—seeing passage by the 81st Congress of an engineering registration act for the District of Columbia.

Frederick W. L. Hill, aerial lines engineer for Potomac Electric Power Co., Washington, and chairman of the vital NSPE committee under the presidency of Alex Van Praag, Jr., Decatur, Ill., succumbed to a heart ailment January 12 at Bethesda Naval Hospital. He was buried two days later in Arlington National Cemetery.

During the 80th Congress, Hill worked unceasingly to obtain passage of a registration law in the last area in the United States that remains without one—the District of Columbia. He enlisted the support of all of NSPE's member state societies in the campaign for the law, which died not because of any opposition but merely because the Congressional schedule did not allow time for consideration of the measure. At the time of his death, he was president of the District of Columbia Council of Engineering Societies, which was mapping plans for a legislative campaign in behalf of registration in the 81st Congress.

Hill was a past-president of the District of Columbia Society of Professional Engineers, and a past National Director of NSPE.

"The service which your husband rendered to the profession as chairman in the past year of our Legislative Committee will make his absence felt throughout NSPE councils and those of its member state societies," Executive Director Paul H. Robbins wrote Mrs. Hill. "One very great regret which we feel in his death is that he could not have lived to see passage of an engineer's registration law in the District of Columbia. Passage of that legislation was one of the very cherished hopes which he held, as you well know.

"Our pledge to you, and to your husband's memory, will be a strengthening of the effort to obtain early legislative approval of such legislation."

Ohio Northern Elects

Two men have been named to officerships of Ohio Northern Chapter, which serves Hardin, Hancock and Wyandot counties. A. J. Moon, Wyandot county engineer, is new president, and Archie V. Hillery is secretary.

Robert E. Allen Heads Ohio Society

Selection of the man who will head activities of the Ohio Society during the year beginning March 19 has been completed.

Robert E. Allen, now an OSPE vice-president and a past-president of the Dayton Chapter, was named by the OSPE board of trustees after a weighted ballot of the three present vice-presidents of the NSPE affiliate had been taken. President-elect Allen, chief engineer of the Univis Lens Co. at Dayton, will receive the gavel from President John J. Heier at the annual convention of the society at Columbus March 17-19.

Same meeting of the OSPE board saw adoption by the society of the ECPD Canons of Ethics, and creation of a special committee to draw up rules of ethical practice to replace the present OSPE expanded code of ethics. The expanded code had been in effect since February of 1941.

Text of the new "Manual of Chapter Activities" also was approved by the board, following presentation by Otto Sords, chairman of the chapter relations committee. In other actions, the board named Lloyd W. Ganschow, Franklin County Chapter, chairman of the employment conditions committee, to succeed Vance S. Firestone, who resigned when he moved out of the state; and heard a report that more than $1,000 worth of exhibit space already has been sold for the March convention in Columbus.

OSPE nominating committee submitted the following list of members as candidates for other top officers of the society:

For vice-president (three to be elected)—George W. Clark, Athens, now a vice-president; C. Raymond Hanes, Lima, a former OSPE treasurer; Charles E. Hatch, Toledo, chairman of the community planning committee; Edward Larson, Cincinnati, a past vice-president and former executive secretary of NSPE; E. J. Salvidge, Youngstown, president of Mahoning Valley Chapter; and Thomas H. Sauter, Cuyahoga Falls, a past president of Akron Chapter.

For secretary—Edmund R. Hodson, Hillsboro, past president of Southern Ohio Chapter, and Loy D. Rhoads, past president of the Marion Chapter.

For treasurer—Rolla M. Keats, Columbus, past president of Franklin County Chapter and convention chairman; and Charles P. Smith, Columbus, a member of Franklin County Chapter.

St. Louis Gets Tax Advice from IR Agent

Talk about timely chapter programs!

March 15 is still just an ominous date in the future on almost any calendar, but St. Louis (Mo.) Chapter reports that it already has heard an Internal Revenue Bureau instructor discussing changes in income tax laws that John Q. Public will encounter in filing returns on his earnings in 1948.

Speaker for the program was Leo Kane, of the St. Louis office of IRB, who went through the 1948 revenue act section by section to explain meaning of the alterations. While the act was denounced during the presidential campaigns as a "rich man's law," Kane showed that everyone benefited from the new provisions. While the larger incomes receive more relief in dollars and cents, the small incomes receive more relief percentagewise.

After leading his audience through the changes, with the aid of instruction sheets and actual return forms, Kane threw the meeting open to discussion—a period which was officially described as "lively."

A second speaker at the meeting was NSPE Executive Secretary Clifford Wood, who outlined his guiding philosophy in administering the affairs of the society:

1. To be patient, to be not discouraged in the face of slow evolution, and
2. To be alert to improve the social status, prestige and standing of the profession; to improve the economic status of the profession; and to contribute to the solution of social problems.

Retiring State President T. J. Skinker also spoke briefly at the meeting.

New Mexico Launches State Publication

New Mexico Society started off 1949 by publishing a new magazine, *New Mexico Professional Engineer*, which is to appear monthly.

Planned as content for the magazine are special informative articles written by New Mexico engineers, industrial leaders, educators, public officials, development experts, research technicians and community leaders on such subjects as industrial research in the state, practical and profitable use of resources, industrial progress, engineering news highlights, problems of student and young engineers, business briefs and personal items and other material.

Editor and publisher of the magazine will be Emmett Fuller, and the editorial board will have as members William Gus Koulas, chairman; Fred R. Sweet, Walter E. Brown, D. R. W. Wager-Smith and Dr. E. R. Harrington. Guaranteed circulation of a minimum of 2,250 copies for each issue is offered potential advertisers.

Marion Elects Seven To Officer Posts

Seven new officers have been charged with directing affairs of the Marion (Ohio) Chapter during 1949.

Earl F. Wittmer was named president by ballot of the membership; Richard N. Ricketts, vice-president; Francis W. Norris, secretary-treasurer; S. W. Kuhner, Ohio Society trustee; Loy D. Rhoads, alternate trustee; Frank Claus, trustee for Marion; John E. Eishen, trustee for Delaware.

Wittmer named as his committee chairmen Don A. Cuthbert, program; Loy D. Rhoads, membership; James O'Laughlin, publicity; R. David Seidel, professional practice; S. W. Kuhner, legislative; John Calloutte, engineer-in-industry; and Adrien F. Busick, Jr., community planning representative.

The election followed a fish fry and social hour program at which W. H. Applegate, Ohio Public Service Company, gave the principal address on development of the watt-hour meter and led an inspection trip through the OPS meter department. Another inspection tour found members of the chapter observing the pouring of steel castings, then touring the Osgood Shovel Company's plant.

Reno Votes Affiliation With Nevada Society

Affiliation with the National Society through the Nevada Society of Professional Engineers has been voted by the Reno Engineers Club.

Officers of the proposed Reno Chapter include H. B. Blodgett, of the college of civil engineering at University of Nevada, president; Fred W. Clayton, vice-president; Henry B. Isbell, secretary-treasurer; and as directors, Ernest McKenzie and Edward S. Parsons.

The vote for affiliation followed appearance before the Reno Engineers Club last Fall of Alex Van Praag, Jr., Decatur, Ill., then president of NSPE. His visit to the club was made on a western swing which he took while visiting all of NSPE's member state societies.

Committee Members Who Man NS

NSPE Professional Progress Special

Meet Pittsburgh Chapter's Top Officers

Pittsburgh Chapter wants NSPE members to meet its 1949 officers (above). Starting at the left, President John J. Murray is a civil engineer who is design engineer for Jones and Laughlin Steel Corp. Vice-President F. M. Schweinberg, second, is a contract engineer for Koppers Co., Inc., a firm with which he has been associated for 30 years. Secretary is Martin C. Knabe (third), while the chapter's treasurer is Benjamin H. Aires (at left side). Knabe is managing partner of Keystone Fabricating Co., while Aires is a private practitioner.

WSPE Asks Deed Law

Washington Society is sponsoring legislation that would require a surveyor's certificate on each deed for transfer of real property before the document could be accepted for recording by a county auditor.

Taft-Hartley

(*Continued from page* 8)

bind the other even though the same persons or situations be involved.

GENERAL STANDARDS TO DETERMINE PROFESSIONALISM — The board has a definition to guide it in deciding the professional or non-professional status of a particular employee or class of employees. But admittedly and purposely this definition is broad and in general terms. No categorical statements can be made, or deductions drawn from the cases, as to iron-clad rules of fact on the question. The board has cited a number of factors in discussing the question of professionalism and some of the more important of these considerations may be helpful in understanding the elements the board is seeking to solve the professional status question. It should be borne in mind that the existence of one or more of the factors does not necessarily establish professionalism. As is true in so many legal situations, "it all depends upon the facts and circumstances of the particular case."

The following standards illustrate findings of professionalism.

College graduates and highly technical research workers; long experience in developing new products; paid on annual salary basis; attend executive conferences for planning production; member of professional and technical societies. *Matter of Sigmund Cohn Mfg. Co., Inc.*, 75 N.L.R.B. 181.

Possess engineering degree although not required by employer. *Matter of The Austin Company, supra.*

Work requires knowledge of high mathematics, physics, accounting, engineering, etc.; sixty per cent of employees involved are college graduates, sixty-two per cent of plant engineers licensed by the state as registered professional engineers. *Matter of Illinois Bell Telephone Company, supra.*

Sixty-nine per cent of employees involved are college graduates or have had some college education; all student engineers are college graduates and hold engineering degrees; membership in professional societies; licensure by the state as registered professional engineers. *Matter of Southern Bell Telephone and Telegraph Company, Inc., supra.*

Registered as a pharmacist by the state. *Matter of Sam's, Inc., Randolph Drug Company and Sam's Drug Department, Inc.*, 78 N.L.R.B. No. 104.

Education; capable of working with little or no supervision on large and complicated projects; extensive knowledge of technical subjects; conferences with other professional experts. *Matter of Northwestern Bell Telephone Company, supra.*

Close supervision and authority over operators from time-study basis; authority to entertain protests on time-studies. *Matter of Detroit Harvester Company, (Dura Division)*, 79 N.L.R.B. No. 180.

Employer lays stress on college background and research experiences; college degrees in specialized fields; paid by the month, need not punch a time clock; govern their own time. *Matter of Cutter Laboratories*, 80 N.L.R.B. No. 44.

Work limited for most part to problems of pure science, mainly college graduates, have pursued further courses of advanced study in scientific fields; lack of state license no barrier. *Matter of Wesinghouse Electric Corporation*, 80 N.L.R.B. No. 101.

Required to have engineering degree; engage in independent research; required knowledge of logarithms. *Matter of Solar Manufacturing Corporation*, 80 N.L.R.B. No. 209.

The following cases illustrate reasons given for non-professionalism:

Not required to have a license or undergo specialized training in schools of higher learning. *Matter of Jersey Publishing Company*, 76 N.L.R.B. 467.

Not required to possess professional degree or engineering degree; compensated on weekly basis and receive same sick leave and severance pay benefits as non-professional employees. *Matter of Starrett Brothers & Eken, Inc.*, 77 N.L.R.B. No. 37.

Lack of college degree, although some college education. *Matter of American Window Glass Company*, 77 N.L.R.B. No. 162.

Weight given to distinctions in payment by month and hour and payment or non-payment of overtime. *Matter of Inter-Mountain Telephone Company*, 79 N.L.R.B. No. 96.

Do not handle complicated equipment; employer does not require degree; handle predesigned equipment set forth in manuals; course of training does not exceed three weeks. *Matter of New York Telephone Company*, 79 N.L.R.B. No. 148.

(*Continued on page* 20)

Chart No. 1

Employment Classification	NLRB Ruling On Professional Status	NLRB Citation Volume	Page or No.
Accountants	Not Professional	77	No. 162
		78	No. 146
		79	No. 196
Agents, Right-of-Way	Professional	77	No. 172
Analyst, Nitro-parraffin	Not Professional	80	No. 57
Announcers, Radio	Not Professional	77	No. 56
Attorneys	Professional	75	1132
Bacteriologists	Professional	80	No. 44
Biologists	Professional	80	No. 44
Chemists	Professional	75	177
		75	658
		80	No. 44
Clerk, Typist	Not Professional	75	1047
Computer	Not Professional	77	No. 37
Cost Analyst	Not Professional	77	No. 162
Draftsmen	Not Professional	77	No. 37
		78	No. 34
Editors, Newspaper	Not Professional	76	467
		76	1047
Electrical Maintenance	Not Professional	77	No. 3
Engineer	Not Professional	79	No. 96
Engineer	Professional	80	No. 193
Engineer, Assistant	Professional	77	No. 172
Engineer, Assistant Research	Professional	80	No. 101
Engineer, Associate Research	Professional	80	No. 101
Engineer, Chemical	Professional	80	No. 44
Engineer, Field Assistant	Not Professional	78	No. 34
Engineer, Junior	Professional	78	No. 100
		80	No. 209
Engineer, Junior Research	Professional	80	No. 101
Engineer, Mechanical	Not Professional	77	No. 37
Engineer, Plant	Professional	77	No. 172
		79	No. 73
Engineer, Research	Professional	75	177
		80	No. 101
Engineer, Senior	Professional	77	No. 172
Engineer, Student	Professional	77	No. 172
		78	No. 100
Engineer, Telephone	Professional	78	No. 100
Engineer, Traffic	Professional	79	No. 96
Engineering Fieldman	Not Professional	78	No. 100
Estimator	Not Professional	77	No. 37
		78	No. 34
Estimator	Professional	77	No. 148
Inspectors	Not Professional	76	230
		77	No. 37
Mechanic, Diesel	Not Professional	75	1122
Pharmacists	Professional	78	No. 104
Physicists	Professional	80	No. 44
Reporters, Newspaper	Not Professional	76	467
		76	1047
Research, Technical Dir.	Professional	75	177
Scalers, Lumber & Logging	Not Professional	80	No. 107
Singer, Radio	Not Professional	77	No. 56
Special Representatives	Not Professional	79	No. 148
Surveyors, Construction	Not Professional	77	No. 37
		78	No. 34
Testers, Laboratory	Not Professional	75	658
		75	417
Testers, Special	Professional	75	658
Time-study	Professional	75	80
		79	No. 180
		80	No. 165
Time-study	Not Professional	80	No. 157
Trainees, Laboratory	Not Professional	75	658
Writers, Radio Continuity	Not Professional	77	No. 56

(*Continued from page* 18)

PROFESSIONAL DETERMINATION BY JOB CLASSIFICATION — In Chart I are listed the various and sundry positions of employment which the board has considered in passing upon claims for professional status. It will be immediately apparent that position title is not determinative of the question. It is also obvious that the determination is by individual or class duties and background, not by broad title classifications. For example, as the breakdown shows, in several cases, time-study employees are held to be professional, while in another case the time-study employee does not meet the professional test.

PROFESSIONAL BACKGROUND ALONE INSUFFICIENT — As may be already apparent from the table the mere possession of professional education or background will not suffice to meet the definition. The work being performed by the professionally qualified individual must be of professional caliber. The definition of "professional employee" makes this clear in the first sentence wherein it is stated, " . . . employee engaged in work . . . " This point is illustrated in *Matter of Charles Eneu Johnson and Company*, 77 N.L.R.B. No. 3, wherein an employee " . . . who, although a professional chemist by training . . . " performed maintenance electrical work and was accordingly denied professional classification.

DILUTION OF PROFESSIONAL UNITS—One phase of the board's application of the professional sections which has disturbing implications was initiated in *Matter of Continental Motors Corporation*, 77 N.L.R.B. No. 50. The situation best stated in the words of the chief counsel of the Joint Committee on Labor-Management Relations at the hearing previously cited (pp. 1147-1148). "Now there we had a case where the results of the election were 42 voted 'yes' for the union, and 39 voted 'no.' Then it develops and it is brought to the attention of the board that there are some 9 or 10 non-professionals in the unit. The board disposes of it by saying that the unit was substantially composed of professional employees."

Chairman Herzog replied that the board had encountered an administrative problem in the case, but defended the decision on the ground that if the board had accepted the suggestion "that the presence of 2 or 3 or maybe 8 non-professionals in a professional unit of 50 was enough to destroy the validity of the unit, we would be permitting the tail to wag the dog."

The NLRB chairman added, however: "I am not perfectly sure that the decision was 100 per cent good law. I think it was more than 50 per cent good law, and extremely good administrative practice. It seemed to us that the intent of Congress was to give professionals a chance to get out of non-professional units, and not to give non-professionals a chance to tangle things up for professionals. I think that was the basic reason for the decision."

The difficulty with this reasoning is two-fold. First, the alleged non-professional employees in the blueprint room (their professional status was not decided by the board) were given the balance of power in the election. The vote did not necessarily reflect the desires of the professional employees. If there had been a small majority of the professional employees on either side of the question the non-professional voters, voting as a unit or a substantial number of them voting the same way, controlled the result. The very heart of the philosophy of the professional provisions is that professional employees and non-professional employees have different concepts and standards in determining questions of collective bargaining and that the professional employees should have the opportunity for a free expression uncontrolled by the vote of non-professionals. It is well known that a minority may exercise control in a given situation, as may have been the situation in the *Continental Motors Case.*

Second Objection Cited

The second point of objection to this doctrine is that it flies in the face of the statute. The language is clear in stating that the board shall not certify a mixed unit of professional and non-professional employees as the appropriate unit unless a majority of the professionals vote for inclusion in the heterogeneous unit. There is no showing in the *Continental Motors* decision that this was the situation. One possible explanation of the case is that the direction of election and the election occurred prior to the effective date of the Taft-Hartley Act and consequently prior to the inclusion of the professional provisions. However, the employer's motion for reconsideration and the final decision came after the Taft-Hartley Act was in full force.

In finding that the professional section of the act did not apply to the facts of the *Continental Motors* case, the board cited *Matter of Union Switch and Signal Company*, 76 N.L.R.B. 205, in support. In the latter case the board grouped design engineers, tool engineers, apprentice engineers, and laboratory technicians in one voting unit. However, there was no finding as to the professional status, or lack of it, of any of these employees. If there was a mix-

Mapping San Jacinto Activities

Mapping activities of the San Jacinto (Tex.) Chapter when this picture was taken were the 1949 officers—(left to right) W. J. Van London, 2nd vice-president; Noah E. Hull, president; R. M. Hutchison, 1st vice-president; and F. C. Brandt, secretary-treasurer. Not shown are Howard T. Tellepsen, Mercer H. Parks, George H. Lacy, G. M. McGranahan and James Howard, all of Houston, members of the chapter's board of directors.

ture of professionals and non-professionals the "support" was support in error.

In view of Chairman Herzog's doubts as to whether the principle established was good law, there was reason to expect that the principle would be re-examined and eliminated in future cases. Such is not the case, however, as demonstrated in the recent decision in *Matter of Westinghouse Electric Corporation, supra.* There the board grouped engineers, associate engineers, assistant engineers and junior engineers (all professional employees) with laboratory assistants, laboratory attendant, laboratory technician and technician specialist, the latter group being agreed upon by all parties to be non-professional employees.

The board's justification for the heterogeneous grouping is that the technicians carry out laboratory tests and experiments in connection with the work of the professional employees of the research department and that although much of their work is routine, it requires certain technical skills and is an integral part of the work of the department. The board also felt that the interests of the technicians is more closely allied with those of the professional personnel of the research department than with those of the employees in the over-all salaried unit.

The board cites the *Continental Motors* decision and emphasizes the fact that the unit will be composed *predominantly* of professional employees. Accordingly, the mixed group is found to be a single appropriate unit.

How far this doctrine will go remains to be seen. In any event it is a regrettable departure from the sound principle of professional separation and a retreat from a clear statutory mandate to a muddied administrative picture which opens the door to discontent and possible abuse.

INFLUENCE OF STATE LICENSURE—In several cases, the board has commented on the existence or non-existence of a license by the state authority to practice a particular profession. Where the licenses are held by the employees or a substantial portion of them, that factor is given favorable consideration. *Matter of Illinois Bell Telephone Company, supra; Matter of Southern Bell Telephone and Telegraph Company, Inc., supra; Matter of Sam's, Inc., Randolph Drug Company and Sam's Drug Department, Inc., supra.*

Other License Rulings

In *Matter of Jersey Publishing Company, supra,* the board cited the fact that none of the employees in the editorial department are required to have a license, evidently meaning a state license. So far as is known no state issues licenses for the practice of journalism, so this consideration in the case of journalists would not seem to be a very binding observation. The same comment could be applied to many situations wherein the board has found professional status and there is no provision for state license.

The fact that professional licenses are available will not prevent professional status to those who do not possess them because they are not required to have such licenses for the work being performed. This is made clear in *Matter of Westinghouse Electric Corporation, supra.* The contention was made that certain engineering employees were not professional because they do not have state licenses as professional engineers under the law of the state. The Board commented: " . . . the record discloses that under New Jersey laws a 'professional engineer' must secure a license, analogous to that issued a lawyer or an architect, before he can practice as a *public engineer.* The law requires no special license of engineers who are employed by manufacturers and who do not offer their services to the public at large, regardless of their qualifications or the work in which they are engaged."

AUTOMATIC EXCLUSION OF PROFESSIONALS—In determining an appropriate unit, must the board give the professionals an opportunity to vote before excluding them from a production and maintenance unit? The board answers the question in the negative in *Matter of Standard Oil Company (Ind.), supra,* with the following observation: "We think it clear from the wording of the section that it is only when the board deems it appropriate to *include* professional employees in a unit with non-professional employees, that the professionals must be given a separate election to determine whether they shall be included. When the board determines, as it does here, that they should be excluded, the act requires no vote by them."

Conclusions—The easiest task in creation is to be a "Monday-morning quarterback." Great restraint should be applied in considering whether one would have made the same findings on professional status as made by the board in particular cases. The "quarterback" is generally without the benefit of the full record of the case and has not heard the testimony of the witnesses. No attempt is made to play the role of the "quarterback."

From an analytical standpoint, it may be considered whether in general the board has been too lenient or too strict in applying the professional definition. It is a general definition and gives wide latitude to the discretion. From a study of the cases cited, it would appear that the board has performed a difficult administrative task with commendable objectiveness. It appears to have considered all the pertinent factors in the individual cases and given them proper weight.

The cases disclose that the board has not been "talked into" granting professional status to every claimant to the title. It has been properly strict in denying such classification when the facts did not warrant it. On the other hand, the board has been wise in not laying down any iron-clad rules to determine professional status. In short, it has done a good job of striking a proper balance.

The criticism of the doctrine enunciated in *Continental Motors, supra,* is made more in the light of possible future abuses than present injustices. The future may disclose the fears to be unfounded. On the other hand, the board may withdraw or limit the doctrine if it should develop that the purposes of the professional sections would be thwarted by a further application. It is a situation which bears close watching and it is to be hoped that additional experience will clarify the somewhat ambiguous policy.

Eighteen months is a short period, too short to cast any final judgment on the success or failure of any provisions of law in a field as dynamic and volatile as that of labor relations. For the period of time at hand, however, every indication is that the professional provisions have been successful in accomplishing the purpose Congress and the professional population of the nation which urged their incorporation in the law had in mind. The lack of controversy over the professional sections, while controversy has swirled about practically every other section of the law, is a favorable indication that regardless of the future of the basic labor law, the principle of professional autonomy and separate determination is here to stay.

Erie County Visits Third Largest Plant

More than 150 members of Erie County (N. Y.) Chapter gathered at Charles R. Huntley Stations of Buffalo Niagara Electric Corp. to inspect the third largest steam generating station in the world. The group is shown above. They made the tour through the courtesy of Chapter Director Edwin S. Bundy, vice-president and chief engineer of Niagara Hudson Corp. and the Buffalo Niagara Electric Corp. The plant has a rated capacity of 625,000 kilowatts. In the foreground at left are such men as George M. Pollard, assistant manager of Buffalo Niagara; Bundy; Franklin F. Helfter, superintendent of Huntley Stations and chairman of the Erie Chapter's membership committee; Elmer A. Hilburger, Cornell Aeronautical Labs, 1st vice-president of the chapter; C. Arnold Dutton, Buffalo Electric Co., Inc., the chapter's 2nd vice-president; and Henri B. Vidal, Buffalo manager of Westinghouse Corp., Erie County Chapter President.

Minnesota Waging Big Legislative Campaign

An ambitious legislative program for 1949 has been mapped by the Minnesota Association of Professional Engineers.

The program is divided into three parts, on the basis of a priority system set up by the MAPE legislative committtee and executive committee. Given greatest priority are the following:

Amendment of the state registration law to provide for a renewal fee of $5 for architects and engineers and $2 for land surveyors (the same amounts which existed previous to 1933, when they were cut to meet depression costs and conditions); and to provide for two additional engineer members on the board (giving two more classifications of engineers representation and decreasing the work load of the individual members).

Increasing the base salaries of state-employed engineers by 15 per cent (either through addition of salary ranges, increasing the money value of the ranges and/or moving positions up in the ranges).

MAPE will vigorously support proposals for:

Topographic mapping of the state (with federal government assistance on a 50-50 fund matching basis).

Recodification of highway laws (aimed at uniformity and simplification and bearing active support of the County Highway Engineers Association).

Increases in the mileage allowance made for using private automobiles for public business (the rate now is set by law at 5 cents per mile).

A state building code (to be sponsored by the League of Minnesota Municipalities and supported by architects, contractors, fire chiefs, insurance companies, labor unions and city engineers).

Improvement of the state employees retirement fund (proposed changes include increased contributions from the state, increase in the maximum salary —from $300 to $400 a month—from which deduction is made, and increased retirement benefits).

Bearing MAPE endorsement will be all items providing adequate appropriations for public works, public services, public health, education and the development of natural resources. The Minnesota legislature convened soon after the first of the year in St. Paul and meets for a constitutional 90 legislative days.

To finance the legislative program, voluntary contributions equivalent to $2 per member are being accepted by a special state legislative fund. Quotas based on that figure have been assigned to districts for collection at the local level, with each district given free reign to choose its own method of raising its share.

"The program presented is an ambitious one," President T. S. Thompson reports. "Its realization would be of great benefit to the people of Minnesota, as well as to all engineers. Success depends upon the cooperative effort of all the interested groups. MAPE has always carried its share of the load and is prepared to do so again."

Good Neighbor Policy Puts WSPE in Limelight

Good neighbor policy existing between the Washington Society and the Association of Professional Engineers of British Columbia found a member of WSPE serving as principal speaker at the association's annual convention at Vancouver.

"Professional engineers must be certain that the mere act of registration does not become a goal in itself," Stephen M. Batori, Seattle consulting engineer and the WSPE representative, told a luncheon audience. "Registration in recognized engineering societies should be based on public welfare in terms of protection and improvement of service resulting from heightened standards of ethics and abilities."

More than 400 persons heard Batori's talk.

Oklahoma Details Convention Plans

"Moulding the destiny of Oklahoma's future."

That's the general theme of the 1949 state convention of the Oklahoma Society, scheduled for February 4 and 5 at the Hotel Biltmore in Oklahoma City. The theme stems from the fact that Oklahoma, as the hub of the great Southwest, is at the threshold of an industrial development that will eclipse the grandeur of the famous "run of 1889"—with the advance guard of a shifting eastern industry already in the state.

"The engineering fraternity has been challenged to mould the destiny of Oklahoma's future," the convention committee declares. "Its fabrication is in our hands and if we don't do the job well, someone else will!"

Opening day of the meeting will find the OSPE board of directors and members meeting from 10 a.m. to 10 p.m. An open forum luncheon at Skirvin Hotel will interrupt the meetings at noon, but at 2 p.m. the delegates and board will be back in session to hear annual reports, conduct forum discussions on committee activities and procedures and map support for sponsored legislation. "Positive adjournment" of all formal meetings is set for 10 p.m.

Saturday sessions also will be jammed with special attractions. The morning general session will hear Dr. Waldo Stephens kick off the program with a discussion of "Engineering the Development of Civil Responsibility." A general forum discussion of OSPE projects, activities and objectives for the coming year will require the remainder of the morning. Hotel Biltmore will be the scene of the noon luncheon, at which winners of the OSPE college student essay contest will be announced. C. S. (Buck) Worley, National Director, will be toastmaster.

Afternoon program calls for five special group meetings—consulting, sales and private practice engineers, with NSPE Vice-President L. L. Dresser serving as discussion leader; associate engineers, with J. E. Smay as discussion leader; county, municipal and highway engineers, with F. W. Denner as discussion leader; educational institution and student engineers, H. L. Jones, discussion leader; and industrial and utility engineers, with G. W. McCullough as discussion leader. At 4 p.m., the delegates will reconvene in general session to witness installation of new officers and hear the address of the incoming president.

Winding up the affair will be the annual dinner and dance at the Hotel Biltmore Saturday evening. Johnson Murray, described as "the good lawyer needed to mix engineers, legislators, architects and chow together without indigestion," will be master of ceremonies, and the principal address will be by Congressman Carl Hinshaw of California.

Missouri Directory

Preparation of a new directory of membership is underway in offices of the Missouri Society. Cards have been mailed to all members of MSPE asking desired information needed for compilation of the directory.

Stanford

(*Continued from Page 6*)

ly enhancing the full technical and professional advantages in the overall development of professional engineering for the benefit of the practitioners therein.

Within the field of the Education Committee, our greatest problems perhaps lie without rather than within the engineering colleges and universities. However, we have a considerable problem in securing a more widespread inclusion of those types of courses, other than technical, which are so vital today in the training of engineers to obtain the proper balance between a technical and professional foundation.

There appears to be a somewhat growing interest in a number of our engineering schools and universities in the switch to a five-year curriculum for a full degree in engineering, with the greater portion of the additional undergraduate work devoted to the social sciences and other humanistic subjects, looking to the securing of a well rounded professional background. While this plan is apparently working satisfactorily in those colleges and universities in which it has been put into effect, its nation-wide adoption will of necessity be slow because of rather major problems inherent in many of our states wherein the principal engineering colleges are state-owned and controlled.

While there is no provision in the Constitution of NSPE for the formation or official recognition of student chapters in our colleges and universities, there have been several such chapters formed and they apparently are functioning advantageously. The formation of a number of such additional chapters is now being considered, and there is no question that much benefit can accrue to undergraduate engineering students from well planned programs carried out by these student chapters. Here again, we must realize a clear-cut distinction between strictly technical and strictly professional matters. If we do this there need be no conflict or encroachment on the functions of the present excellently-operated student chapters of the leading technical socities.

Engineer-In-Training Provisions

The adoption of the new Constitution of NSPE, in which official recognition and membership privileges are extended to engineers-in-training, is a decided step forward. All member state societies should now embark actively on programs of interest and value to such members, partly for the benefit of the Society but primarily for the benefit of our future professional engineers who need the type of professional guidance which it is within our power to give them.

Tied in closely with the advancement in the status and recognition of engineers-in-training is the work of the Young Engineers Committee. Typical of the many acts of omission committed by professional engineers in the past is the manner in which we have failed to plan and carry out definite programs for developing professional consciousness (coincidental with the acquisition of technical proficiency) in the many thousands of young engineers who are graduated from our colleges and universities each year. These young engineers have a keen desire for, and undoubtedly need, all the guidance and assistance which can be rendered by those who have already reached full professional stature.

The former practice of more or less ignoring the young engineering graduate as potential professional material until he has acquired usually four or more years of satisfactory experience is, I hope, a thing of the past. The work of the Young Engineers Committee is definitely geared to the ascertainment and proper study of such problems and the development of remedial programs. The scope of this work is not confined to only that large group of young engineers who find themselves in the employ of

(*Concluded on Next Page*)

industry, but is extended to include matters of interest and concern to all employment classifications falling, in general, within our definition of pre-professional employment.

While giving our support to legal registration and in the encouragement of registration by all qualified engineers, regardless of their employment conditions, the Society must and will continually strive to improve the registration practcies in many States to the end that the multiplicity of details surrounding the activities of some of the state examination boards may be changed and thereby facilitate the registration of many highly qualified engineers who are not legally required to regiser but who would benefit both themselves and the profession by such legal recognition.

There are many, many thousands of technically and professionally proficient engineers in our country today who, for one reason or another, have not been required to secure professional engineer registration for the legal conduct of their business or livelihood but who would welcome the opportunity of now becoming registered and in working actively towards the advancement of all professional interests. The main stumbling block today is the readily appreciated hesitancy with which this group views the examination requirements as practiced in perhaps a majority of our states, together with the lack of inter-state or reciprocal recognition of engineers residing in one state and practicing in one or more other states. I am sure that you will find the National Society to be always interested and extremely anxious to do anything within its power to simplify the present practices of the state registrations board.

Personal Sacrifices

We, as individual registered engineers, must be willing, in this connection, to forego any and all selfish interests, some of which are undoubtedly responsible for the present day administrative practices of some state registration boards. I am convinced that the various member state societies, operating at their respective state levels, can accomplish more in bringing about changes in examining board practices than the National Society can do at the national level. However, the Registration Committee at the national level is continually striving to assist in the development of an overall pattern that will be acceptable, at least to a majority of the state boards. After this is accomplished, it will be the duty of the member state societies to police the practice of their engineer examining boards, as well as to police the practices of the engineering registrants.

The need for a more efficient use of engineering manpower in the time of national emergency than has been true in the past, is receiving much attention in this country today. The Military Affairs Committee is working in close liaison with the U. S. Corps of Engineers of the Army and with the Navy and with all other federal government agencies charged with this responsibility.

Some progress can be reported in the effort to effect certain reorganizational changes in the Engineering Corps of the armed services to effect and insure that only those who have professional engineering qualifications will be able to secure and hold commissioned grades as engineering officers. Much confusion and criticism has arisen in the past because many commissioned officers, even in the higher grades, are classed as engineer officers when their duties and qualifications had little relationship to engineering proficiency.

Every effort is being made, also, to promote more widespread acceptance of professional engineer qualifications in the consideration of governmental civilian employees in those grades where the duties and responsibilities of the position should require the same qualifications as now exist for professional registration. This applies not only to the Civil Service Commission practices of the federal government, but also to various government agencies and bureaus at state and local levels. Many of such employees and career men are realizing the inherent advantages of engineering registration.

In the work of the National Society we are not overlooking the need for continually checking and re-examining the ethical practices of our membership. While in varying degrees the state registration boards are charged with enforcing the legal practices of their registrants, yet, it quite naturally evolves upon the professional practitioners to police their own profession. To a major degree, when a registration board passes on the qualifications of an applicant as being suitable for professional engineer registration and so completes such licensure, the principal work of that board has been completed in the interest of protection in the health and safety to the public. Most boards are not equipped, nor are they in a position to adequately check on the future practices of those whom they have registered, and certainly not to the same degree as those who should be zealously guarding our profession are able to do.

States Have Accepted Job

The feeling is growing among our state societies that their duty is clear-cut in this respect. A well established practice of prosecution of violations in all states will undoubtedly have a marked beneficial effect on engineering practices in the future. Let me here repeat that acceptance and recognition by the general public of engineering as a profession will be governed more by our professional acts than by our technical and material achievements. We must therefore be willing to defend in any necessary manner those ideals and concepts on which professionalism is founded.

At the Chicago Meeting your Society voiced its disapproval of the practice of securing competitive bids for professional engineering services. It is hoped that a widespread publication of the principle, coupled with appropriate action on the part of registered professional engineers in refusing to enter into competitive bidding, will bring about a correction in a condition which has too often been used in the past, particularly among government bodies at the state and local levels.

Time does not permit mention of the many other activities of NSPE, some of which are largely administrative in nature and have to do with the operation of an ever increasing business, both in dollar volume and productivity.

The foregoing, I trust, has not only given you some indications as to the real aims and ambitions of your National Society but also perhaps may have kindled in your minds the flame of some new ideas or suggestions as to practical ways and means in which your Society can more quickly and effectively bring about a realization of its true objectives. If this be true, please remember always that the working committees of NSPE will welcome your suggestions.

The real heart and pulse of any such organization is quite naturally its individual members and NSPE recognizes that the utmost in advantages, not only to the individual practitioners but to the state and society in general, must and does accrue from the acts and accomplishments of its individual members working at the local chapter level. It is us therefore, as individual members of a great and valuable profession guard carefully and perpetuate the best ideals of true professionalism.

Atlanta Hears Scientist in Defense Talk

Members of Atlanta (Ga.) Chapter gathered at Georgia Institute of Technology to hear a high federal official discuss the scientist and national strength. Speaker was Dr. David M. Delo, chief of scientific manpower, Research and Development Group, Logistics division, General Staff, Department of the Army.

Chapter members flank Alan G. Stanford, NSPE president (at lower left) in the top photo. Just prior to the meeting (center), the photographer recorded this group—Dr. Delo; Col. Blake Van Leer, president of Georgia Institute of Technology; Harry C. Robert, president of Atlanta Chapter; and W. N. Cox, Jr., secretary of the Atlanta Chapter.

In the bottom picture, taken at a dinner immediately preceding the meeting, are (clockwise around the table) Cox; Van Porter Enlos, chairman of Atlanta Section of ASCE; Atlanta Chapter President Robert; Col. T. H. Davies, Third Army; Dr. David Delo; Col. Van Leer; NSPE President Stanford; Col. Frank N. Groseclose, Georgia Institute of Technology; and Don D. Beach, president of Georgia Society, while standing are W. O. Bowman, Jr., vice-president of Atlanta Chapter; Dr. R. L. Sweigert, secretary of the Georgia Society; W. J. Creighton, president of Georgia Chapter, AIA; Vincent F. Waters, editor of Georgia Society's official publication, and B. M. Hall, Jr.

Eight Gopher District Units Have New Officers

A host of District Chapters holding membership in the Minnesota Association of Professional Engineers have named new officers for 1949.

The lineup shows the following new officers in the following districts:

District 1—George Fairbanks, president; Thomas Wall, vice-president; Ralph Monson, secretary-treasurer; Lewis Shepard, executive committee; and Mark Brataas, state nominating committee.

District 2—W. S. Ekern, president; H. R. Schneider, vice-president; C. D. Pihlstrom, secretary-treasurer; Frank McKellip, state nominating committee.

District 3—E. W. Downward, president; Jacob Presttun, vice-president; W. C. Hendrickson, secretary.

District 4—Herbert West, president; F. J. Williams, vice-president; A. J. Sperling, secretary; E. F. Kishel, treasurer; and H. E. Olson, state nominating committee.

District 6—Egil Wefald, president; G. H. Holmquist, vice-president; A. C. Chard, secretary-treasurer; J. E. Young, state nominating committee.

District 7—H. R. Bray, president; H. W. James, vice-president; R. A. Gilbertson, secretary-treasurer; D. H. Gilchrist, councilor; and J. F. O'Meara, nominating committee.

District 8—O. T. Berge, president; Arthur Tews, vice-president; Norman Helland, state nominating committee.

District 9—A. O. Nelson, president; George Gibeau, vice-president; and A. L. Bye, secretary.

Lundin

(*Continued from Page* 4)

America has been built by men and machines. We recognize now these two factors are insufficient. Our future progress requires a third factor—morale. Engineers can aid immeasurably in supplying this, by fostering better understanding, mutual recognition, consideration and respect between management and labor. The engineer is an ideal middle-man, perhaps even better than the foreman or the supervisor in many instances. A helpful attitude on the part of engineers regarding management-labor relationships will materially assist industry and the engineering profession.

Thus can engineers perform another vitally important service to our country. It is right that they should, for engineers are being given steadily increasing responsibility in the management of American industry. I am told that more than one-third of the engineers in the nation hold administrative and executive positions. It is obvious, then, that the public's current indictments against industry are also indictments against the engineering profession.

Outlook For Profession

Up to now, most of my remarks have been confined to a curbstone diagnosis of the engineer's public relations ailment. If I were to attempt a prognosis based on this limited study, I would forecast that engineers will progressively lose stature in society as other professions step up their public relations efforts. Numerous professional organizations and associations are today working hard to strengthen their public positions.

It is unsound then to believe engineers can improve their status without comparable effort because competition for public attention and understanding is tremendous.

Were I to prescribe treatment for your public relations ailment, without further study, it would be about as hazardous as designing a structure without knowledge of the load it will bear. I can suggest certain routine therapeutic standing orders —*not home remedies* however, but a logical plan of action for your Society which will lead to the broad public relations program needed by engineers if they are to gain the recognition they should receive.

First, Reexamine your Society's Canons of Ethics with a view toward broader interpretation of its section on relations with the public. If you agree engineering needs recognition, then you must program yourselves to it. Only you can create public awareness of engineering. There is no choice. People will not come to you. Your Society must take the initiative.

Two, Your organization should engage the services of a competent public opinion analyst and determine specifically what people think of the engineering profession. From their answers, you can establish public relations objectives and conduct your program on a sound, well-balanced basis.

Three, You should form within your Society the proper organization responsible for the direction of all your public relations affairs. Working through regional sub-committees and chapters, it should stimulate interest and provide guidance to them. Your committee should keep outside groups informed through established channels of communication like public relations bulletins, literature, case histories, new ideas and the special booklets and pamphlets which carry your message to specific "publics." The committee should continuously ride herd on your membership, coordinating their efforts and moving them along toward your ultimate goal. The public relations committee needs to maintain contact with other national organizations and with national affairs in general so that the Society's efforts can be planned for proper timing to meet current problems. This is perhaps the most difficult part of your program calling for real public relations experience. I suggest that, if possible, public relations counsel be retained.

Four, **Bear in mind that among educated groups, engineers have some "living down" to do. Student engineers have always been the cutups, the campus wits and the biggest pranksters who worked harder, later and more intensely than other students. Generally regarded as extremists, they set themselves apart from the rest of the student body.**

Today, the "other students" have achieved professionalism in their respective fields and are the leaders of thought and the moulders of opinion in their communities. They find it difficult to accept the transformation among engineers from slightly better than buffoonery to professionalism. Not that engineers have failed to earn professional stature, but your fellow professionalists have not been conditioned to admit you into their circle. Because they occupy positions of high regard in the community, their reactions and opinions carry considerable weight. These bellwethers are an important "public" in your efforts to secure recognition. They should be completely informed concerning the ways in which engineering has been of assistance to their particular field of interest and how engineering is contributing to national progress.

Five, Another important moulder of opinion whose interest in engineering should be cultivated is the labor leader. I have already pointed out your lack of friends among workers. Labor leaders should be regularly informed regarding engineering's accomplishments in the improvement of working conditions, the elimination of heavy labor

Ohio's "Engineerette"-in-Training

At least a little prejudice accompanied submission of this picture for publication. Margaret Puchir, assistant editor of the OHIO ENGINEER, official publication of the Ohio Society, offered it as proof that women are doing things in engineering, as well as in journalism. The comely miss is Jo Godley, a graduate of Case Institute of Technology, and she's receiving her engineer-in-training certificate from Walter Graf, a member of the Ohio registration board, and T. F. Hindman (center), president of the Cleveland Chapter. The presentation was made at a meeting sponsored by Cleveland, Lake Erie and Northeast Chapters at which recent registrants and e-i-t's in the area received their certificates. Photo by Cleveland Plain Dealer.

and other notable engineering achievements of benefit to workers.

Six, Step up your contacts with the press and radio stations—not only at national level, but in your chapters as well. Know the editors and station managers personally. Make it a point to keep them informed regarding your activities, but do not expect publicity if you have no real news to offer them.

Seven, Your Society should adopt a broad program of public service. Operating through regional or local chapters, you should participate as a group in national and community affairs. Serve the public by offering constructive ideas and suggestions for dealing with its problems. Your education, background and experience equips you to advise and to counsel public officials and to work closely with citizen organizations. Take care, however to explain your position and limit your activities to subjects closely related to engineering. The educational field is particularly open for worthwhile service activities. Give thought to special contests among students, scholarships, teaching aids and demonstrations, special texts, lecture services, reference and film libraries, information bureaus, consultation for students preparing theses and the like. Also, much can be done in bringing to both students and teachers your professional experience pointing up the relationship between practiced engineering and education. It will be well received.

Eight, **Speak up as a group and tell your story. Give more thought to outside publications rather than putting emphasis on engineering society journals and trade publications. In telling your story, use understandable language so that the lay mind can follow you. Avoid the technical "treatise" which is of little interest to the average reader. Your desire to be as precise in your writing and speaking as you are in your thinking is explainable, but you must employ semantics so that the uninformed can become informed. Popular language is a must, if you are interested in dispelling much of the fog surrounding your profession.**

Become more articulate as a profession in every way. Utilize all methods of mass communication — newspapers, magazines, radio,—yes, even television is not beyond you. Engineers created these communications devices. It is time they learned to use them.

Tell your story orally before civic clubs, men's groups, women's clubs, schools, parent-teacher associations, church groups and similar organizations which clamor for interesting programs. In your speeches and articles play up the idea of professionalism and the contributions to living made through engineering in terms of your audience's field of interest. Along this line, your Society could prepare for chapter use, a speaker's guide containing an assortment of information useful to individual members having speaking engagements. Wherever possible, in preparing a message for the public, obtain capable writing assistance and give the writer credit for knowing his business as well as you know engineering.

Nine, Recalling my earlier thought regarding the importance of engineering in the solution of labor-management problems, your organization might well examine this field as another means of awakening public recognition of the engineer and his value to society.

Ten, Consider every action of your organization in terms of how it will be received by the specific public you are interested in reaching. Will it be understood in the way it was intended? Frequently, the best intentions are misinterpreted and the opposite effect results.

A plan for developing public awareness of engineering patterned after the ten suggestions I have offered requires effort, personnel, cooperation, money and time. But it will be productive. From the viewpoint of your purpose being worthwhile, never lose sight of the fact that public opinion is the controlling factor in every facet of our lives. It establishes customs, traditions, laws and patterns. It determines the direction and ultimate success of business and our government. It controls national welfare.

Public opinion is never static. It is thermo-plastic. At the right temperature it can be moulded, but it never sets. Apply heat in the form of positive or negative knowledge and a flow of thinking results. Temporarily, opinions take another form, only to be altered at some later date. Engineering with its vitally important bearing on the lives of the people of this country should not neglect its responsibility as an intermediary in industry and as a profession serving the interests of the public.

You should immediately examine your position in the public's evaluation scale and take on the job of building the public confidence, the public interest and acceptance which your profession rightfully deserves.

Pastor, Chacey Share Spotlight

A Presbyterian minister and an engineering society executive secretary shared a spotlight at a meeting of Canton (Ohio) Regional Society.

Doing the honors were Rev. Paul T. Gerrard, pastor of Lisbon First Presbyterian church, and Lloyd Chacey, executive secretary of the Ohio Society. The pastor referred to biblical quotations about "eyes of the mind" and "eyes of the soul," then declared that "men forget that the eyes of the mind become dull and that it is necessary to keep abreast of new developments. With his "eyes of the soul," the engineer sees and builds better things which contribute to the public service.

Chacey's talk centered on "what price professionalism."

Education, Economic Trends Studied by Boston Chapter

Two elements vitally effecting the engineering profession—education and economic trends—have received study of members of Metropolitan (Mass.) Chapter at recent meetings.

Importance of a well-rounded education for engineers—embracing the study of English, economics, business law and the art of public speaking and a host of other subjects—was pictured by Ernest W. Davis, chief engineer of Simplex Wire & Cable Co. before an audience of 120 members and guests.

Economic trends and their effects upon engineers and the profession were detailed by Harold B. Richmond, chairman of the board of directors of General Radio Company, Cambridge, Mass., and a registered professional engineer.

Harrisburg Program

Nature and use of air-entrained concrete were outlined at a special lecture sponsored by Harrisburg (Pa.) Chapter in the ballroom of the Penn-Harris Hotel. Speaker was H. F. Gonnerman, director of research for Portland Cement Association, who gave an illustrated lecture tracing development and use of air-entrained cement and air-entraining concrete.

Muskingum Officers

A new panel of officers has been installed by Muskingum Valley (Ohio) Chapter. Fred L. Rose is president; Llovd B. Roth, vice-president; and Max R. Farley, secretary-treasurer.

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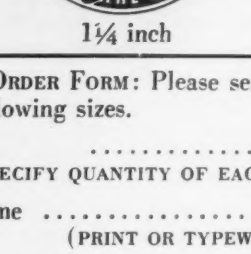

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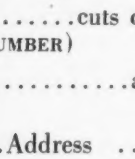

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Thermal Microscope Featured at Session

Niagara County (N. Y.) Chapter dipped into its own membership to get a speaker for a recent meeting.

As a result, members heard Henry N. Baumann, senior research engineer of the Carborundum Company in Niagara Falls, developer of a thermal microscope. His talk centered around microscopy of high temperature phenomena.

Joint Meet Hears Ex-MSPE President

Fact that he has stepped out of the Massachusetts Society presidency doesn't mean that Frederic S. Bacon, Jr., intends to reduce his interest in the professional engineering movement.

That fact was made evident at a joint meeting of the Connecticut Valley (Mass.) Chapter and the local AIEE chapter at which Bacon aroused considerable interest in the subject of professionalism. He is a past chairman of Boston Section of AIEE.

Steinman Captures Sixth Bridge Award

For the sixth time, Dr. David B. Steinman, member of the New York State Society and past president of NSPE, has captured the artistic bridge awards competition of the American Institute of Steel Construction.

The structure which won him the latest honors is the Charter Oak bridge between Hartford and East Hartford over the Connecticut river. This year's award marks the first time the competition has been held since outbreak of the war.

Heads Defense Unit

Indiana Society's National Director, Col. Chester Lichtenberg, has tackled a tough job, that of executive director of the Fort Wayne civil defense council. The group is mapping plans to maintain and restore facilities and services which are essential to the American way of life and which might be affected by actions of any future enemy.

St. Louis Drive

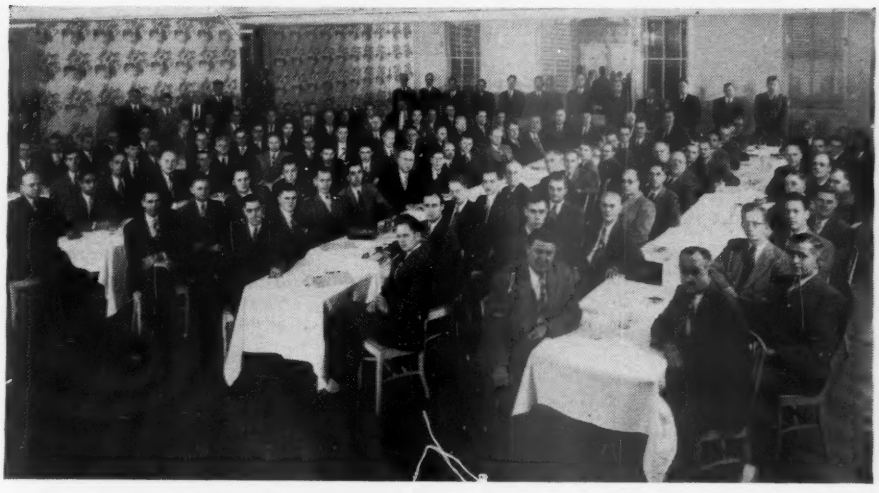
An intensive membership drive was launched by St. Louis (Mo.) Chapter in December, and when it ended late in January it was hoped that 51% of the registered engineers in the St. Louis area will hold membership in the chapter.

Chapters Ask Better Pay Scale

Five metropolitan area chapters of the New York Society have joined with ten other engineering and architectural organizations in recommending higher salary scales for engineers and architects employed by New York City.

The schedule, submitted to the city's board of estimate, calls for increases ranging from $250 yearly for junior engineers or architectural draftsmen to $1,530 or more for chief engineers or architects. It upgrades salaries of engineers and architects to be approximately in line with salaries for similar positions with the federal government and with salaries paid by other large cities.

At Canton Presentation Event



Presentation of certificates to new registrants in the Akron-Canton-Youngstown area drew 135 persons to a joint dinner meeting of a number of Ohio Society chapters in Canton. A group picture of the dinner (above) included R. D. Landon, dean of the college of engineering, Akron University, who was main speaker, and Robert N. Waid, member of the state registration board, who presented the certificates.

Hudson Nominates New Officer Slate

Nominating committee of the Hudson County (N.J.) Society has recommended election of six men to hold top offices.

Suggested for the presidency is Harold E. Ridley, safety engineer with the New Jersey department of labor for the past 5½ years and secretary of the Hudson County unit since 1944. Nominee for the vice-presidency is Eugene H. Koenig, chief engineer of Keuffel & Esser, who has been treasurer for the past six years. Succeeding Koenig as treasurer would be Malcolm J. Macfarlane, consulting engineer specializing in structural design and the preparation of report and cost estimates for contractors, who is editor of the *Hudson Engineering Journal*. Three secretaries also were nominated—Frank G. Manning, assistant chief engineer and principal sanitary engineer for the Interstate Sanitation Commission, for secretary; Nicholas P. Frigiola, engineering consultant and educator, for financial secretary; and Jeremiah Roach, assistant civil engineer in the Jersey City department of public works, for recording secretary.

Western Missouri Evolves Drive Plan

Western (Mo.) Chapter has hit upon a membership campaign idea that is paying dividends—both to the chapter and members who meet success in signing up newcomers.

A member who signs up five new members gets a "paid in full" receipt for his chapter dues for 1949. If he gets ten new members, both chapter and state dues are considered paid for the year.

Secretary Quits, Elected Elsewhere

Out of the frying pan into the fire. That describes the situation of Paul Miller, secretary of the Midwestern (Ohio) Chapter who resigned that post when he was forced to move from Chillicothe. The move put him in the area served by Southern Ohio Chapter—and Miller has been drafted to serve as secretary of that chapter. R. A. Gordon, who has been vice-president, has been nominated for elevation to the presidency.

Zimmer Renamed

West Virginia Society has voted to return George W. Zimmer, Wheeling, as NSPE National Director from the state.

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Civil Service Status Asked

A resolution asking that all engineering positions in the Ohio department of highways be placed in the classified civil service has been passed by the board of trustees of the Ohio Society.

The resolution calls for inclusion in the classified service of positions up to and including assistant director and chief engineer. At the present time, division engineers and bureau chiefs get their appointments politically. OSPE feels that continuity of professional engineering personnel is a requisite for the achievement of efficient service and continuity of the highway program.

Adoption of the resolution came about as a result of resolutions and recommendations originating in a number of chapters and comments of a number of members of OSPE concerning organization and direction of the Ohio highway department.

Central Oklahoma Holds Must Meets

Members of Central Oklahoma Chapter have had two "must attend" meetings in as many months.

Oklahoma City was the site of both—the first to hear R. C. Keeling, chief engineer of the Kansas highway department; the second to hear William T. Ingram, head of the sanitation division of the American Public Health Association.

Westchester Has Program Diversity

Everything from use of micro-waves for transmission of television and multiple telephone conversations to oil prospecting in the Middle East have held the spotlight at recent meetings of Westchester County (N. Y.) Chapter.

Leslie R. Blasius, New York Telephone Co., gave the micro-wave presentation. American Arabian Oil Co. representatives provided the program on Middle East oil, bringing with them a special film, "Desert Venture," showing pipe-line construction and other engineering activities.

Washington Growing

Last 12 months has witnessed an increase of nearly 45% in membership in Washington Society of Professional Engineers.

ECPD Proposes Registration Member Credit

Constituent societies of Engineers' Council for Professional Development are studying recommendations on uniform grades of membership and qualifications.

The recommendations originated with the ECPD's committee on professional recognition after exhaustive study. The committee proposes:

1. That professional engineering societies adopt three essential grades of membership—member, associate member and student member. If additional grades of membership are desired, it is suggested such grades be designated as fellow and affiliate.

2. That professional engineering societies adopt as minimum qualifications for uniform grades of membership: a). member—at the time of his admission or advancement to this status, he must have had not less than four years of engineering experience following graduation from an engineering curriculum, with at least two years of his experience in responsible charge of engineering work, or, if not a graduate, he shall have had not less than ten years of engineering experience, with a license to practice professional engineering acceptable as qualifying experience; b). associate member — a graduate from an engineering curriculum, or if not a graduate, shall have equivalent attainments, including at least four years of engineering experience, provided that he shall not remain in that grade after having attained the age of 32, at which time he must qualify for the grade of member or affiliate or withdraw; and c.) student member—at the time of his admission to that grade shall be registered as a junior, senior or graduate student in an engineering curriculum and shall be pursuing a course of study in preparation for the engineering profession.

In the additional grades, the committee recommended that the grade of fellow "shall have an honorary status to which an engineer of distinction is called, but for which he cannot apply"; and affiliate, applying to those who "are not professional engineers but whose pursuits, scientific attainments, or practical experience qualify them to cooperate with engineers in the advancement of engineering knowledge and practice."

PSPE Seeks Boost In Fee Use Amount

Pennsylvania Society is out to obtain for the department of public instruction a substantial increase in the percentage of fees collected it can use in its activities.

The department currently is being allowed to use only about 50% of the fees it collects. The drive is to make 85% of those fees available. The problem apparently is not a new one in the state—the budget allowed the engineers' registration board for the 1945-1947 biennium was less than 25% of the receipts of that bureau from fees.

Plans to present all engineering schools in Pennsylvania with framed copies of the Canons of Ethics also are being drafted. The presentations would be made at special ceremonies.

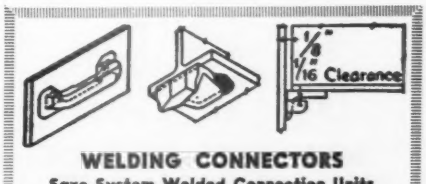
Augusta Gets Plea For New City Code

Need for a new building code for the city of Augusta was outlined to the Augusta (Ga.) Chapter by the city's building commissioner at a recent meeting.

The present building code was adopted in 1916, Frank C. Walter, the commissioner, pointed out. And it was copied largely from other codes of cities with entirely different climates from that of Augusta. Walter stressed the urgency of immediate action by the city in accepting a new code.

Don Beach, president of the Georgia Society, helped the chapter kick off its current membership drive at another meeting. All registered professional engineers in the 10th district who are not GSPE members were given special invitations to the meeting.

The chapter has voted unanimously to go on record as endorsing the Georgia building safety law.



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OSPE Has Member Promotion Awards

Membership committee of the Ohio Society has decided how best to spend a $100 gift from a member to finance a membership promotional idea.

The money is to be spent in a series of awards for individual effort in increasing membership between last October 26 and February 26, 1949. Chapters have been divided into three groups (large, medium and small) and two awards with a value of $20 and $13 will be made in each group of nine chapters. The chapter in each group which obtains the greatest number of new members during the contest will receive the $20 award, and the runnerup chapter the $13 award.

Winning chapters will, in turn, present prizes (not cash) to the two individuals in their membership who have brought in the greatest number of new members during the contest period.

Chamber Asks Boost In Engineer Pay

Engineering organizations apparently aren't the only groups which realize the need for higher salary scales for engineers.

West Virginia Chamber of Commerce, in its convention at White Sulphur Springs, adopted a resolution asking "a salary scale for engineers, physicians and other technically qualified employees of the state, which will be commensurate with the educational attainments and the quality of services rendered, and which scale shall also be comparable to that prevailing in other states, thus enabling West Virginia to compete for such qualified personnel as is required to competently direct the vast expenditures of public funds, which are made under the direction of such personnel."

Seattle Luncheons Prove Drawing Card

Friday noon luncheon meetings of the Seattle (Wash.) Chapter have become so popular that larger facilities had to be obtained.

And the move to larger headquarters —now at the Monte Cristo Cafe, basement of the Hoge Building—apparently pleased many members, because attendance spurted another 50% after the move was accomplished.

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